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Income

Professional Income

OF ENGINEERS

1984

PROFESSIONAL INCOME OF ENGINEERS

1984

A Report of a Survey Conducted by the
Engineering Manpower Commission:
A Commission of the Engineering Affairs Council
of the American Association of Engineering Societies, Inc.

PROFESSIONAL INCOME OF ENGINEERS

1984

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ACKNOWLEDGEMENTS

The survey of Professional Income of Engineers was conducted, and this report was prepared and edited by Carolyn J. Heydt, Manager of AAES Manpower Activities, under the general supervision of Patrick J. Sheridan, Director of AAES Manpower Activities. Overall direction for this survey was supplied by Kenneth E. Foster, Chairman of the Salary Survey Committee of the Engineering Manpower Commission.

The computer program employed in processing salary data was originally developed by Richard C. Fremon, Data Processing Chairman of the Engineering Manpower Commission.

We are especially grateful to the many salary administrators who provided the basic salary data on which the report is based. It is apparent that without their cooperation our annual salary surveys would not exist.

NOTE TO READERS

Special breakdowns of the data by degree level, supervisory status, industry group, state or region are available. The costs of these special summaries vary according to specific requirements. If you are interested or would like further information, please call the Manpower Activities' staff at (212) 705-7104.

Raw data tables and matrix tables for any of the curves in this report may be purchased at $7.00 per table.

EMC reports salary data as furnished by the survey respondents and tries to ensure that respondents represent a "typical" cross-section of their industry group. However, users should note that data reported in some year brackets may be based on relatively small samples and, therefore, should be used with caution. Industrial salaries tend to vary greatly by supervisory status, degree level, and geographic region, so salary patterns may be influenced by the interaction of variables whose effect is impossible to separate without detailed analysis beyond the scope of this report.

The Engineering Manpower Commission is always interested in improving its survey coverage. If you would like your company to be considered as a participant in the 1985 survey, please write to the Engineering Manpower Commission at 345 East 47th Street, New York, New York, 10017. We welcome your comments regarding this report and your suggestions for improving future surveys and reports.

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PROFESSIONAL INCOME OF ENGINEERS

Introduction

This survey is the eighteenth published to provide basic salary information on engineering graduates in the United States. Salaries are analyzed on the basis of experience, defined as the number of years since attaining a baccalaureate degree. As in previous surveys, respondents were asked to submit separate breakouts of information for supervisory and non-supervisory engineers by three degree levels—bachelor's, master's, and doctorate.

Following past practice, data are presented in graphic and tabular form to show upper and lower decile, upper and lower quartile, median, and mean salaries by years since baccalaureate degree.

It should be noted that salaries include base salary and regular allowances, but not overtime nor other unpredictable payments. The salaries reported are those in effect February 1, 1984.

The purpose of this report is to show the present level of engineers' salaries and, in addition, to indicate their trend over past years. Although this and previous surveys may not be exactly comparable because of changes in the reported industry groups, the size of the total sample and the consistency with which many companies and agencies have participated throughout the survey series lead us to believe that changes in the composition of the survey group have not materially altered reported medians.

In publishing these results, EMC is attempting to show only what prevailing salaries paid to individuals are, and not what they ought to be. We recognize that salaries paid to individuals are, in the final analysis, affected by their specific duties and their effectiveness in performing them. These factors can be resolved only by the engineer and his or her employer. Therefore, EMC does not undertake to evaluate individual salary situations, not to advise employers on the salaries they should pay for specific positions.

History of the Survey

Throughout its history, the Engineers Joint Council, and now the American Association of Engineering Societies, has conducted studies related to the economic status of engineers. In 1949, EJC published *The Engineering Profession in Transition*. Studies were made on starting salaries of engineering graduates by fields of employment in 1949 and 1950. A specialized study made by EJC on behalf of the Department of Defense was published by the Bureau of Labor Statistics in 1952 under the title, *Employment, Education and Income of Engineers 1949-50—A Survey of Engineering Society Members of Full Professional Grade*.

Realizing the lack of comprehensive data on engineering income, EJC decided in 1953 to undertake a series of studies in this area. The first report of the "Professional Income of Engineers" series was completed by EJC in 1953; the second was issued in 1956. Initially, the interval between surveys was three years. However, responding to requests for more frequent updating of the information, it was decided that surveys should be conducted biennially. In 1957, the EJC survey activities were assigned to the Engineering Manpower Commission. EMC has conducted surveys and published salary reports since 1958, including *Special Industry Reports* since 1966. The most recent advance in the history of the engineers' salary survey came in 1980 when, in response to many requests from survey users, it was decided to conduct the survey on an annual basis. The 1984 report is the result of the fifth annual survey.

Coverage and Response

In all nearly 650 establishments (including government agencies and educational institutions) representing over 92,000 engineers participated in the 1984 survey. A complete distribution is shown on page 7. The response from employers of engineers makes the Engineering Manpower Commission's salary survey the most comprehensive in the United States.

Survey Methodology and Timing

Questionnaires were mailed in February of 1984 to a list of nearly 4,000 engineering employers. One follow-up mailing to non-respondents was made. Replies were accepted through early May.

Salary figures were reported by employers on two forms designed to obtain information on earnings of all employed graduate engineers (please see facsimile questionnaires at the end of this report). Form A was used for non-supervisory engineering graduates, while Form B covered those in supervisory positions. The supervisory group consisted of engineering graduates whose supervisory or managerial functions were of primary importance. The specific definition of this group is dependent on the practice of each responding organization. Both forms allowed for separate tabulation of engineers by highest earned degree.

Survey participants were asked to submit salary information based on baccalaureate year wherever possible. Some organizations, however, were only able to supply data on the basis of age. In such cases, age 23 was considered the equivalent year of "0 years since B.S.," or 1983 bachelor's degree graduation. All returns were carefully edited, and checks were made throughout the data processing to ensure accuracy of the results. Because there are always a few individuals whose degree and salary patterns differ from the norm, inclusion of their data in the report may occasionally produce an atypical curve, particularly in the instances of small samples.

Technical Note on Computer Program

The computer program used for this survey is designed to calculate the median, quartile, and decile points in the array of salaries reported in a given "years of experience" column. Since these points fall within a salary bracket which covers a dollar range, the computer interpolates the point within the bracket, to the nearest $50, by assuming essentially a straight-line distribution within the salary extremes. For example, if the median engineer turned out to be the 20th in the $17,000-18,000 bracket, and there were 100 salaries reported in this bracket, the median point would be 20/100 of the range covered, or 200, and the computed median salary would be $17,200.

The fractiles are first produced as "raw" data. In general, we have found that curves plotted on the basis of raw data contain many irregularities that result more from inherent limitations of the methodology than from significant changes in compensation practices. Therefore, the data presented in this report are based on four-parameter smooth curves calculated by a least-squares method. Each curve has the form

$$y = ax^z + bx + c$$

with y equal to the reciprocal of the salary and x equal to (43 minus years from first degree) raised to the power z. The computer program determines the values of the parameters, a, b, c, and z that give the minimum sum of the squares of the differences between the raw and smooth values of y. The differences squared are weighted by the populations associated with each of the data points. Since each curve (median, quartile, etc.) is computed independently, it is possible for occasional anomalies to be found, such as curves apparently crossing or supervisors apparently receiving lower salaries than non-supervisors. These are usually due to inherent limitations in the smoothing routine, and should not be viewed as having any real significance. No statistics are computed where there are fewer than five salaries in a given year column.

Method of Presentation

Curves and tables for the *Special Industry Report* are grouped under various categories, starting with the broadest possible grouping of "All Industry" and "All Non-Manufacturing Industry." Each of these is further subdivided into several major groupings of related industries and, finally individual industries are shown to the extent consistent with the data. This arrangement allows us to provide the maximum useable detail from the survey.

Users should consult the Table of Contents, in which the industry groups are arranged in hierarchical order, and select the group most closely corresponding to their own. A tabulation of industry groups is also shown. Where an industry response rate was not representative, the data are grouped in the "Miscellaneous Manufacturing" category.

Data for selected industry groups are presented in plotted curves with either one or two accompanying charts. These plotted curves also appear in the report *Professional Income of Engineers, 1984*, which is an abbreviated version of this *Special Industry Report*. Each set of curves is defined according to the industry group, supervisory status, degree level or geographic region covered. Respondents constituting each industry group are listed in the appendix. This enables users to determine whether their own organization is reasonably comparable with the group covered by the curves.

Please note that the respondents themselves designated their employment groups by choosing from a list on the questionnaires.

Below each set of curves are printed the data points on which they are based. The data tables also include mean salaries (which are not plotted) and the number of salaries within each column. Users should always note these figures to be sure that the age distribution of their own employees is consistent with the group described by the curves. Data points have been omitted where there were fewer than five salaries in a column. The data tables also list the number of salaries above $88,000 or below $17,000, which were the limits established by the questionnaire forms. The plotted curves and data tables are terminated where they go beyond these limits. Data for more detailed groups not covered by the plotted curves are presented in tabular form only.

To protect the confidentiality of the data provided by individual companies we require that there be at least five employers in an industry group before salary curves are produced. The confidentiality of individual salary schedules is protected at all times.

Effect of Inflation

The following table shows the annual change since 1953 in the CPI using a base of the 1967 annual average equal to 100 percent. The change from February, 1983 to February, 1984 was 4.6 percent.

CONSUMER PRICE INDEX

Year	1953	1954	1955	1956	1957	1958	1959	1960	1961	1962
Index	79.4	80.6	80.1	80.3	83.1	85.8	86.7	88.0	89.3	90.1
Percent Change	0.8	1.5	– 0.6	0.2	3.5	8.2	1.0	1.5	1.5	0.9

Year	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972
Index	91.2	92.5	93.6	96.0	98.7	102.3	107.1	113.9	119.4	123.8
Percent Change	1.2	1.4	1.2	2.6	2.8	3.7	4.7	6.3	4.8	3.7

Year	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982
Index	128.6	141.5	157.2	167.1	177.1	188.4	207.1	236.4	263.2	283.4
Percent Change	3.9	10.0	11.1	6.3	6.0	6.4	9.9	14.2	11.3	7.7

Year	1983	1984
Index	293.2	306.6
Percent Change	3.5	4.6

100% is equal to 1967 yearly average; all indices shown are for February of the given years. Source: Consumer Price Index for All Urban Consumers.

Inflation has taken its toll on engineers' salaries over the years. Its effect has been devastating, particularly in recent years, with double digit inflation in 1980 and 1981. In 1982, 1983, and 1984, inflation, as measured by the Consumer Price Index, dropped back to single digit levels.

Shown below is the effect of inflation on engineers who entered the profession at various periods of time.

ANALYSIS OF LIVING COST EFFECT ON ENGINEERING SALARIES FROM START DATE TO PRESENT

Year Start as an Engineer	No. of Years Exp.-1984	Start Rate Current $	Start Rate Constant* $	1984 Rate** Current $	1984 Rate** Constant** $	Compounded Annual Percent Increase Current $	Compounded Annual Percent Increase Constant $
1958	26	5,850	6,740	44,300	14,449	8.1	2.3
1964	20	7,300	7,858	43,150	14,074	9.3	3.0
1970	14	10,500	9,028	40,750	13,291	10.2	2.8
1980	4	19,800	7,997	31,000	10,711	11.9	6.0
1982	2	24,100	8,504	28,550	9,312	8.8	4.6
1983	1	24,800	8,458	27,350	8,920	10.3	5.5
1984		26,100	9,513				

*Based on 1967 annual average = 100%. In all cases other than 1982, annual average CPI's have been used.

**Rate in effect February, 1984.

*Less than one year.

Start rates from 1972 to 1984 have increased at an annual compounded rate of 7.7 percent. In terms of real dollars, this amounted to no change in the twelve-year period, as shown in the table on the next page.

EFFECT OF CONSUMER PRICE INDEX* ON MEDIAN ENGINEERING START SALARIES

Year	Zero Experience	Adjusted Zero Experience	% Annual Compounded Change	% Adjusted Annual Compounded Change
1972	$10,700	8,643	—	—
1984	26,100	8,513	7.7	0

*Based on 1967 = 100% February Rate Used For 1972 and 1984

Over the same twelve-year period (1972–1984) the Consumer Price Index rose at an annual compounded rate of 7.9 percent. Engineering salaries during this twelve-year period did not quite keep up with the change in inflation.

CONSUMER PRICE INDEX

Year	Index	% Annual Compounded Change
1972	123.8	—
1984	306.6	7.9

Explanation of Charts and Tables

Most of the industry group headings are self-explanatory, but the following warrant further explanation:

Weighted National Averages. These unique curves were generated by weighting each employment group according to our best estimate of the total engineering population in that area, based on available national data. This method compensates for the different response rates from the various employment areas and thus provides the best overall indicator of salary patterns for all engineers in the entire United States.

All Industry, All Manufacturing, and Non-Manufacturing Industry. These major groups should be used as the best indicator of engineering salaries in industries that are not covered separately.

Large Industrial Employers. Respondents with 5,000 or more employees.

Medium Industrial Employers. Respondents with between 500 and 4,999 employees.

Small Industrial Employers. Respondents with fewer than 500 employees.

Aerospace. This group consists of companies that identified Aerospace as their primary or only industry group, plus respondents in other groups that identified Aerospace as their secondary industry group.

Mechanical Industry. This group consists of Instruments and Machinery.

Miscellaneous Manufacturing. This group consists of companies that manufacture ceramic products, rubber and plastic products, and textile products. Also included are companies that specifically designated their industry as "Other Manufacturing."

Other Manufacturing. This group includes Automotive and Railroad Equipment, Paper and Wood Products, Shipbuilding, and Miscellaneous Manufacturing companies.

Petroleum. This group consists of companies that identified Petroleum as their primary or only industry group, plus respondents in other groups that identified Petroleum as their secondary industry group.

Definitions

In the interest of consistency, the following definitions are used in the EMC salary surveys:

1) *Salary.* Base salary paid by employer before deductions, and allowances, including cost-of-living differentials, if any. Unpredictable payments for overtime work, stock options, etc., are not included.

2) *Chart Data.*
   a) *Median.* The point in any array of data above and below which half of the series is located.
   b) *Quartile.*
      Upper Quartile: The point in any array of data above which one-quarter of the series is located and below which three-quarters of the series is located.
      Lower Quartile: the point in any array of data above which three-quarters of the series is located and below which one quarter of the series is located.
   c) *Decile.*
      Upper Decile: The point in any array of data above which one-tenth of the series is located and below which nine-tenths of the series is located.
      Lower Decile: The point in any array of data above which nine-tenths of the series is located and below which one-tenth of the series is located.
   d) *Mean.* Sum of data in array divided by number of points.

3) *Engineers*. Those holding a minimum of a bachelor's degree in a recognized field of engineering.

4) *Years of Experience*. The number of years since the baccalaureate degree was awarded. This places the different degree levels on an approximately equal footing, because those engineers with advanced degrees start out with salaries substantially higher, but are, of course, older. In 1984, an engineer with 0-years of experience is equivalent to one who has received his bachelor's degree in 1983 or the first quarter of 1984.

5) *Supervisor:* Includes those whose duties are primarily supervisory or managerial, regardless of whether or not they are in a specific engineering position.

Identification of Respondents

Industrial respondents are listed in the appendix to this report, grouped according to the principal categories in which their data are reported. Data for those respondents whose industry group was not known are only included in weighted national averages, and they are not listed in the appendix.

Survey Forms

Facsimiles of the forms used in this year's survey are reproduced in the appendix.

Plotting Sheets for Individual Use

Blank charts identical to those used for the curves in this report are included in the appendix to assist users in plotting special curves for their own use.

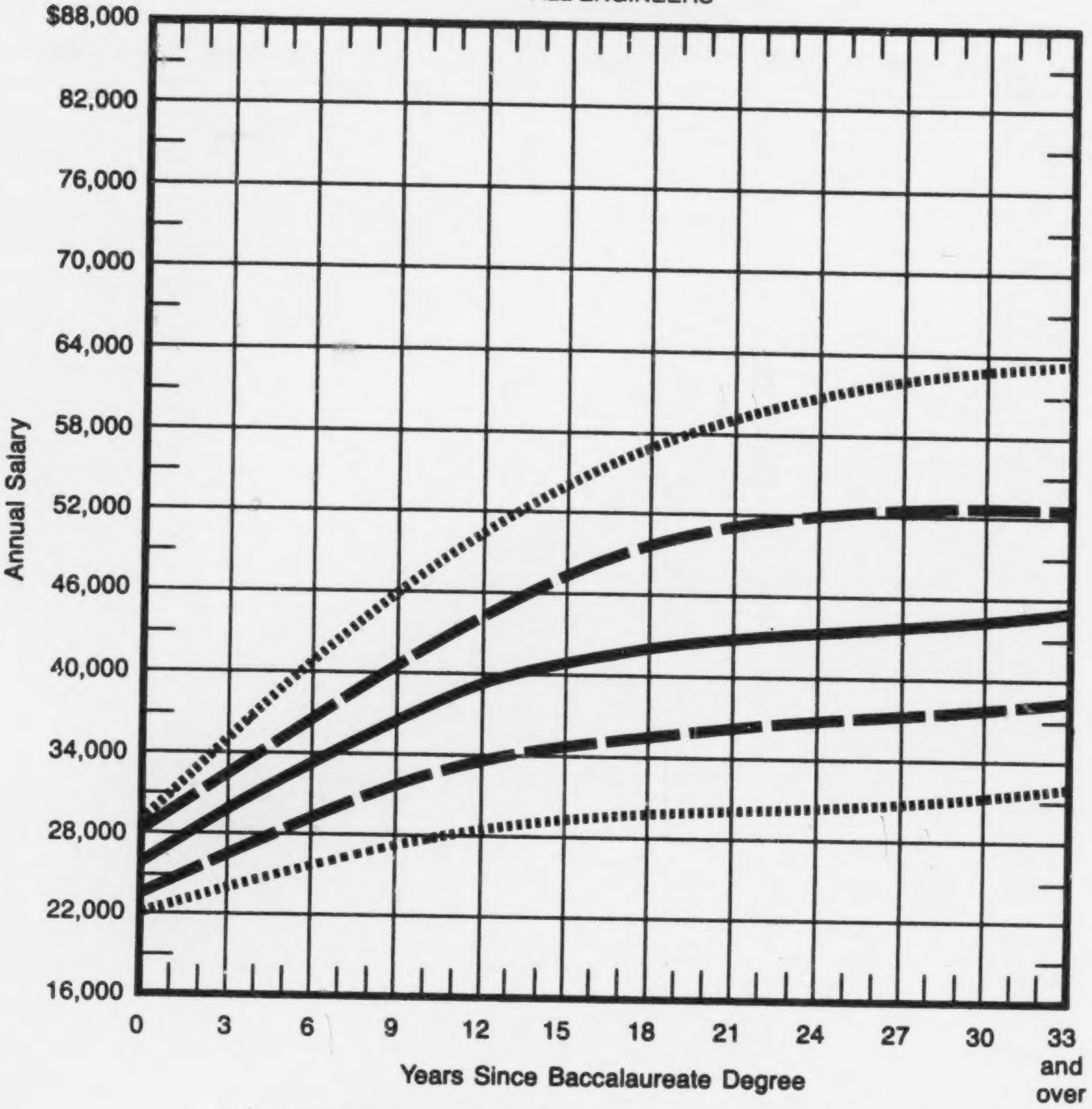
DISTRIBUTION OF SURVEY RESPONSES

	Number of Engineers Represented	
All Respondents	112,838	
All Industry	92,671	82% of total
All Manufacturing	50,195	45% of total
Aerospace	8,990	
Auto & RR Equipment	293	
Ceramic Products	228	
Chemicals	15,231	
Computer	507	
Electric Equipment	684	
Electronic Equipment	14,197	
Food Products	225	
Machinery, Non-Electrical	1,157	
Mechanical	1,232	
Metal Industries	2,799	
Lumber and Wood Products	346	
Paper Products	1,849	
Petroleum	1,172	
Shipbuilding	1,344	
Misc. Manufacturing	1,147	
All Non-Manufacturing	37,156	33% of total
Business, Trade & Pub.	215	
Construction	869	
Consultants	7,458	
Engineering Services	2,851	
Electric Utilities	14,526	
Gas Utilities & Pipelines	972	
Mining	606	
Research Laboratories	9,599	
Education	15,002	13% of total
All Government	5,165	5% of total
Federal	2,702	
State	1,930	
Local	533	

PLEASE NOTE: Percentages are rounded to the nearest percent. The distribution shown above represents primary industry group identification only. Industry groups not reported due to small samples are not included in this table, although their data has been included in the Weighted National Averages and may have been included in other broader groups. (For further information on composition of specific industry groups, please see the preceding introduction.)

WEIGHTED NATIONAL AVERAGES

WEIGHTED NATIONAL AVERAGE
ALL ENGINEERS

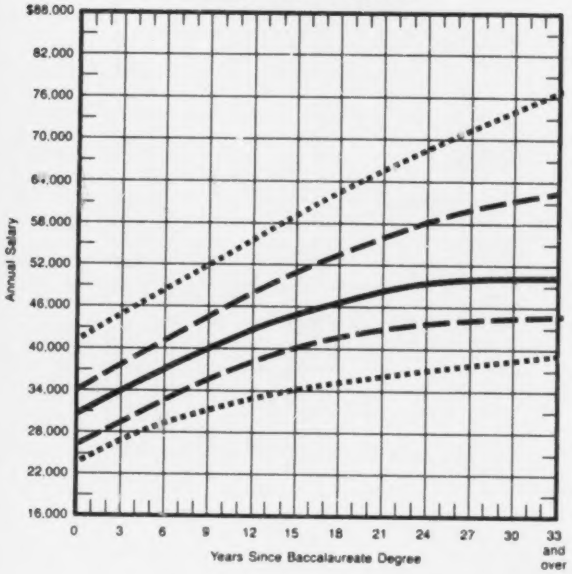


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29750	31600	33500	35400	37300	39200	41000	42800	44550
UPPER QUARTILE	28050	29500	30950	32450	33900	35350	36800	38250	39600
MEDIAN	26100	27350	28550	29800	31000	32150	33300	34400	35450
LOWER QUARTILE	24700	25600	26550	27450	28300	29150	29950	30750	31450
LOWER DECILE	22600	23400	24150	24850	25550	26200	26800	27350	27900
MEAN	26600	27800	29000	30200	31400	32600	33750	34900	35950
TOTAL NUMBER	21176	26146	26131	28021	26732	23666	21763	21781	20168
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	27	73	21	5	13	17	22	4	5

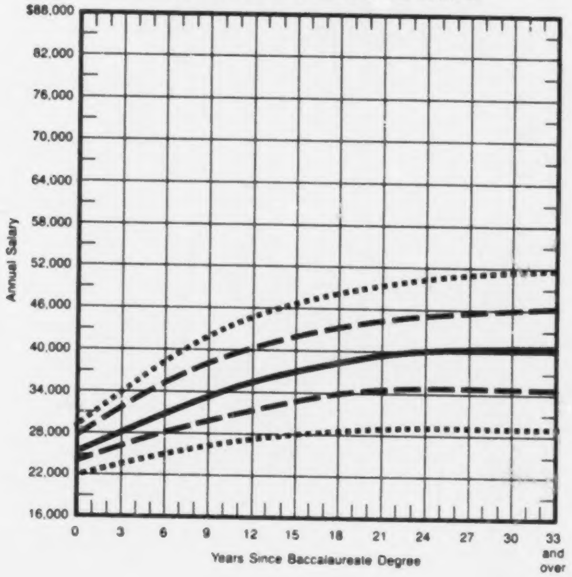
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47850	52150	55650	58350	60300	61600	62450	63000	63250
UPPER QUARTILE	42200	45600	48250	50150	51400	52050	52350	52350	52200
MEDIAN	37400	39850	41650	42950	43750	44200	44400	44500	44500
LOWER QUARTILE	32800	34500	35750	36700	37350	37800	38100	38300	38400
LOWER DECILE	28800	29950	30750	31400	31800	32100	32300	32400	32450
MEAN	38000	40650	42750	44250	45350	46000	46400	46650	46750
TOTAL NUMBER	67049	63982	48608	42628	38049	41135	27476	33986	54476
OVER $88000	0	109	44	349	133	386	398	600	1158
UNDER $17000	13	9	9	6	15	14	8	17	12

WEIGHTED NATIONAL AVERAGE

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	41550	42650	43750	44900	46050	47200	48400	49600	50800
UPPER QUARTILE	34850	36050	37300	38550	39800	41050	42300	43550	44800
MEDIAN	30950	32100	33250	34400	35550	36700	37800	38900	39950
LOWER QUARTILE	26150	27450	28750	30000	31250	32400	33550	34600	35600
LOWER DECILE	24300	25250	26250	27150	28100	28950	29800	30650	31400
MEAN	32050	33150	34200	35300	36400	37450	38550	39600	40650
TOTAL NUMBER	202	242	1000	1222	1932	2088	2926	3517	3759
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	4	1	5	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53250	56900	60550	64000	67200	70050	72500	74900	76900
UPPER QUARTILE	47200	50650	53700	56250	58300	59750	60700	61350	61300
MEDIAN	41950	44650	46850	48600	49800	50600	51050	51300	51250
LOWER QUARTILE	37400	39600	41250	42450	43250	43800	44150	44400	44550
LOWER DECILE	32850	34750	36250	37400	38250	38900	39350	39700	39900
MEAN	42650	45500	47950	50050	51650	52850	53650	54250	54500
TOTAL NUMBER	18784	23913	19464	19164	16497	18727	12871	14492	22104
OVER $88000	0	109	43	344	132	385	394	597	1143
UNDER $17000	2	5	6	3	6	13	5	13	8

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29700	31500	33200	34900	36500	38050	39500	40850	42100
UPPER QUARTILE	27900	29450	30900	32300	33650	34900	36100	37200	38200
MEDIAN	26050	27300	28550	29700	30800	31850	32800	33700	34500
LOWER QUARTILE	24750	25650	26500	27350	28100	28800	29450	30050	30600
LOWER DECILE	22600	23400	24150	24850	25500	26050	26550	27000	27400
MEAN	26450	27700	28900	30050	31100	32100	33050	33950	34750
TOTAL NUMBER	20973	25903	25131	26799	24799	21578	18836	18264	16409
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	27	73	21	5	9	16	17	3	5

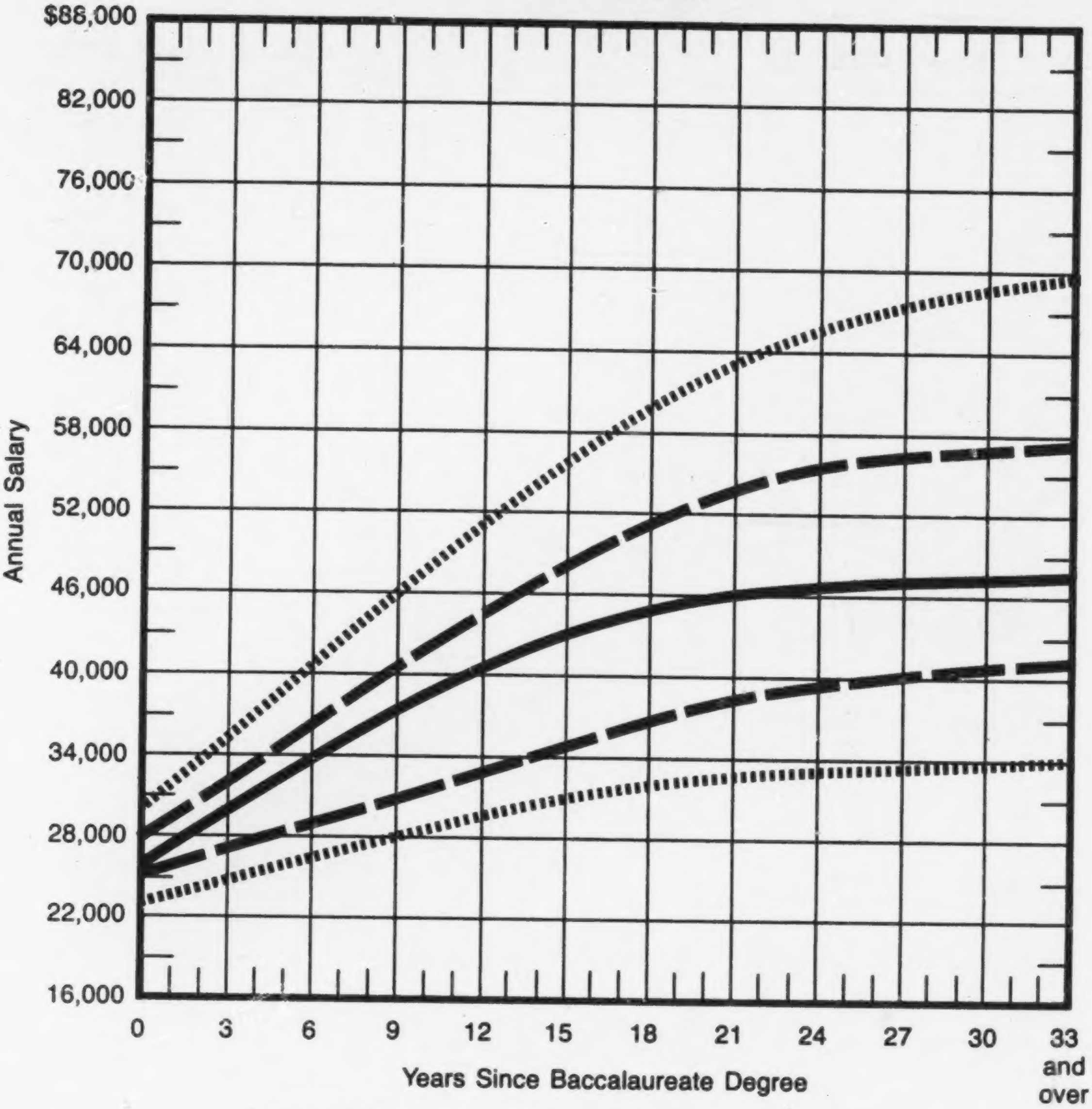
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44300	46950	48850	50150	51000	51500	51800	52000	52050
UPPER QUARTILE	40000	42100	43600	44600	45300	45700	45950	46100	46150
MEDIAN	35900	37550	38700	39450	40000	40300	40500	40600	40650
LOWER QUARTILE	31550	32650	33450	34000	34400	34600	34750	34850	34900
LOWER DECILE	28050	28800	29250	29550	29750	29850	29900	29950	29950
MEAN	36150	37800	39000	39800	40350	40650	40900	41000	41050
TOTAL NUMBER	48264	40068	29143	23464	21552	22407	14604	19493	32372
OVER $88000	0	0	0	4	1	0	3	3	15
UNDER $17000	11	3	3	3	8	1	3	4	3

LEGEND

▮▮▮▮▮▮▮▮▮ Upper Decile
— — — Upper Quartile
▬▬▬ Median
— — — Lower Quartile
▮▮▮▮▮▮▮▮▮ Lower Decile

CURVES AND TABLES BY SIZE OF EMPLOYER

LARGE INDUSTRIAL EMPLOYERS
ALL ENGINEERS



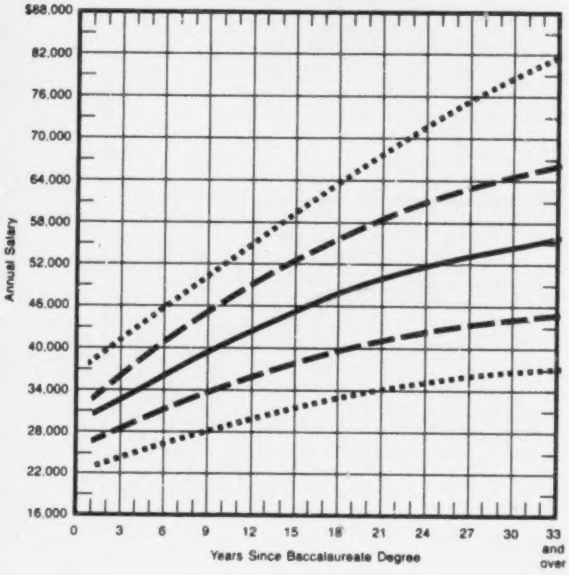
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30400	32050	33800	35550	37350	39200	41000	42800	44650
UPPER QUARTILE	28350	29900	31400	32950	34500	36050	37550	39050	40500
MEDIAN	26650	27900	29200	30450	31700	32950	34150	35350	36450
LOWER QUARTILE	25050	25950	26850	27750	28600	29500	30350	31150	32000
LOWER DECILE	23400	24000	24650	25300	25900	26500	27050	27600	28150
MEAN	27250	28400	29600	30800	31950	33150	34350	35500	36600
TOTAL NUMBER	653	969	1237	1100	1079	1036	898	847	827
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48200	53150	57500	61100	63900	66000	67500	68750	69650
UPPER QUARTILE	43250	46950	50050	52450	54250	55550	56450	57150	57600
MEDIAN	38550	41300	43400	45000	46150	46850	47350	47700	47900
LOWER QUARTILE	33500	35500	37100	38350	39250	39850	40200	40400	40450
LOWER DECILE	29150	30500	31600	32450	33050	33500	33750	33950	34050
MEAN	38800	41750	44250	46250	47750	48800	49500	50050	50350
TOTAL NUMBER	2826	2468	1891	1760	1556	1552	1198	1334	1999
OVER $88000	0	2	6	11	30	25	25	44	73
UNDER $17000	0	0	0	1	0	0	0	2	1

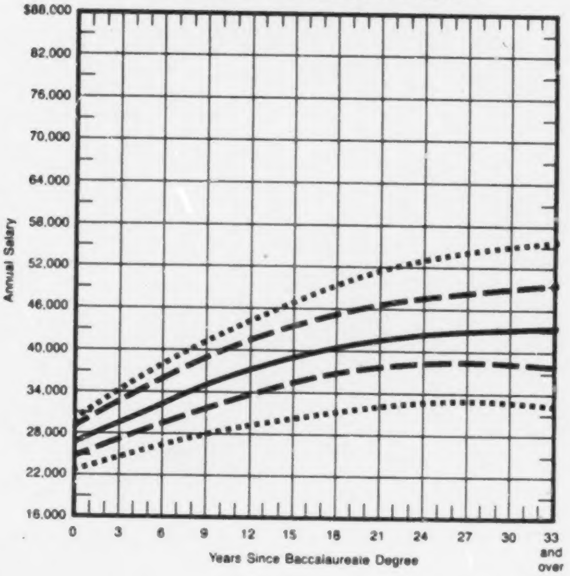
LEGEND

▮▮▮▮▮▮▮▮ **Upper Decile**
— — — — **Upper Quartile**
━━━━ **Median**
– – – – **Lower Quartile**
▮▮▮▮▮▮▮▮ **Lower Decile**

LARGE INDUSTRIAL EMPLOYERS



SUPERVISORS



NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	38450	40000	41600	43250	44950	46600	48300	50000
UPPER QUARTILE	0	33750	35300	36850	38450	40050	41600	43150	44700
MEDIAN	0	30200	31650	33100	34550	35950	37350	38700	40000
LOWER QUARTILE	0	27450	28550	29650	30750	31800	32800	33800	34750
LOWER DECILE	0	23400	24150	24950	25750	26500	27200	27900	28600
MEAN	0	31150	32450	33750	35000	36300	37600	38850	40050
TOTAL NUMBER	3	13	42	65	92	97	158	177	185
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53450	58450	63200	67550	71350	74550	77100	79550	81850
UPPER QUARTILE	47700	51850	55450	58450	60850	62700	64050	65200	66100
MEDIAN	42450	45700	48350	50450	52000	53150	53900	54550	55000
LOWER QUARTILE	36500	38750	40600	42000	43100	43850	44400	44850	45150
LOWER DECILE	29900	31600	33000	34200	35100	35750	36250	36700	37000
MEAN	42400	45650	48500	50850	52750	54250	55300	56300	57050
TOTAL NUMBER	907	1066	811	873	790	797	530	627	944
OVER $88000	0	2	6	11	29	25	24	43	72
UNDER $17000	0	0	0	0	0	0	0	1	1

NON-SUPERVISORS

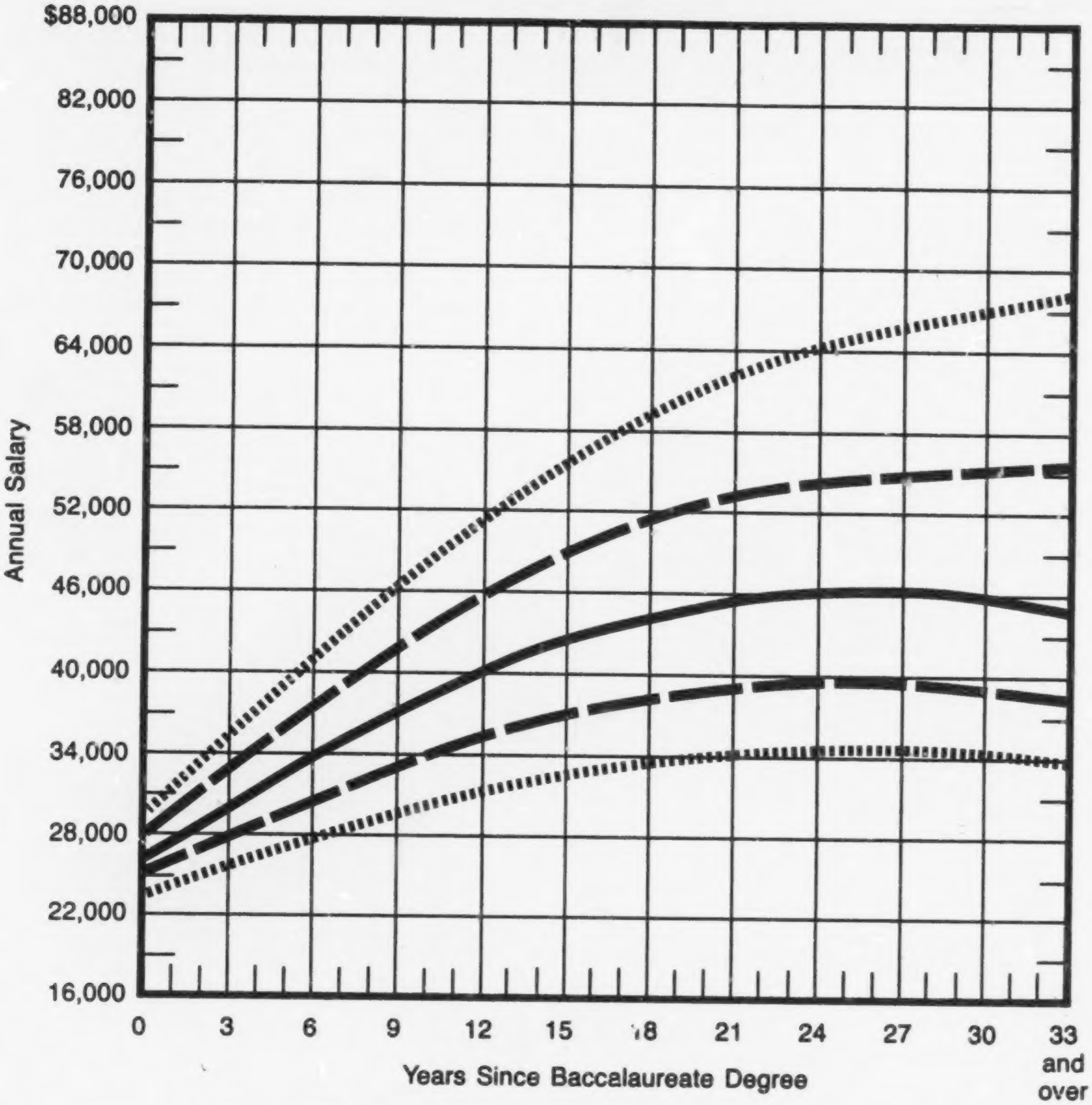
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30450	32050	33600	35150	36700	38150	39600	40950	42300
UPPER QUARTILE	28400	29900	31350	32750	34150	35450	36700	37950	39050
MEDIAN	26800	27950	29150	30300	31400	32500	33600	34600	35550
LOWER QUARTILE	25250	26000	26800	27600	28350	29100	29850	30600	31300
LOWER DECILE	23550	24100	24700	25300	25850	26400	26950	27450	27950
MEAN	27350	28450	29500	30550	31600	32600	33550	34500	35400
TOTAL NUMBER	649	956	1195	1035	986	938	740	670	641
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44700	47750	50150	51950	53250	54150	54750	55250	55450
UPPER QUARTILE	41150	43750	45750	47200	48250	48900	49350	49650	49800
MEDIAN	37300	39450	41050	42200	42900	43350	43600	43750	43800
LOWER QUARTILE	32600	34350	35800	36900	37650	38100	38300	38250	37950
LOWER DECILE	28850	30050	31000	31750	32250	32500	32650	32650	32450
MEAN	37050	39200	40850	42100	42950	43550	43850	44100	44250
TOTAL NUMBER	1919	1402	1079	887	765	755	667	707	1055
OVER $88000	0	0	0	0	1	0	0	1	0
UNDER $17000	0	0	0	1	0	0	0	1	0

LEGEND

▮▮▮▮▮▮▮▮▮	Upper Decile
— — —	Upper Quartile
▬▬▬▬	Median
— — —	Lower Quartile
▮▮▮▮▮▮▮▮▮	Lower Decile

MEDIUM INDUSTRIAL EMPLOYERS
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29800	31650	33500	35400	37300	39200	41100	42950	44800
UPPER QUARTILE	28150	29650	31150	32700	34200	35750	37250	38750	40200
MEDIAN	26550	27750	28950	30150	31400	32600	33750	34950	36050
LOWER QUARTILE	25200	26150	27100	28000	28950	29850	30750	31600	32400
LOWER DECILE	23650	24350	25100	25800	26500	27200	27850	28500	29150
MEAN	26700	27950	29200	30450	31700	33000	34200	35450	36600
TOTAL NUMBER	1408	1806	1818	1954	1960	1488	1558	1502	1541
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	12	8	8	5	8	16	12	4	5

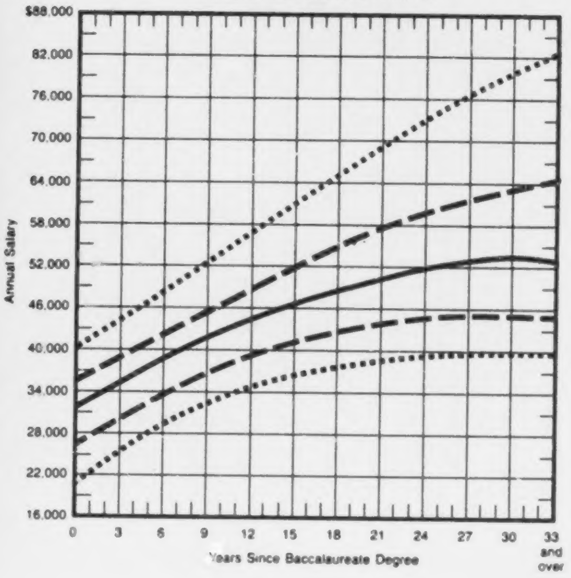
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48350	53200	57350	60750	63350	65250	66600	67600	68150
UPPER QUARTILE	43000	46700	49650	51900	53400	54400	54950	55300	55400
MEDIAN	38200	41000	43200	44750	45650	46050	46100	45800	45150
LOWER QUARTILE	33950	36000	37550	38600	39250	39500	39500	39250	38600
LOWER DECILE	30300	31750	32900	33700	34200	34400	34400	34150	33600
MEAN	38850	41850	44300	46100	47350	48100	48500	48700	48650
TOTAL NUMBER	4453	4318	3130	2822	2641	2695	1764	2100	3717
OVER $88000	0	6	4	24	7	33	85	84	122
UNDER $17000	12	6	9	3	12	8	4	8	6

LEGEND

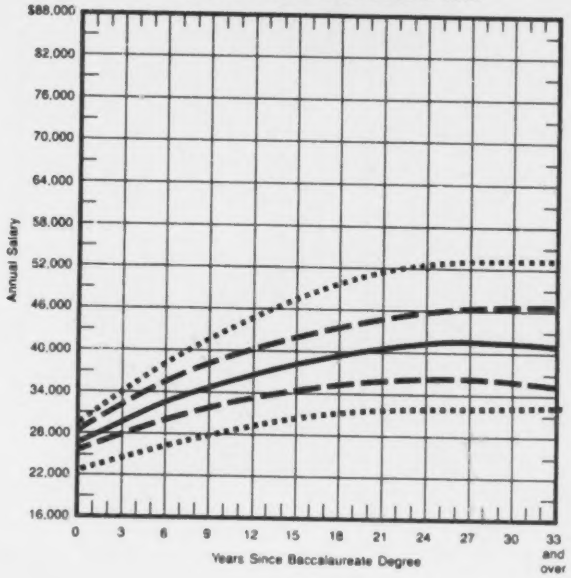
- ▮▮▮▮▮▮▮▮▮▮ **Upper Decile**
- — — — — **Upper Quartile**
- ━━━━━ **Median**
- — — — — **Lower Quartile**
- ▮▮▮▮▮▮▮▮▮▮ **Lower Decile**

MEDIUM INDUSTRIAL EMPLOYERS

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	40700	41800	42900	44050	45200	46400	47600	48850	50150
UPPER QUARTILE	36300	37250	38200	39200	40200	41250	42300	43350	44400
MEDIAN	32450	33500	34500	35500	36550	37550	38550	39550	40550
LOWER QUARTILE	26850	28100	29350	30600	31850	33050	34200	35350	36400
LOWER DECILE	20550	22200	23850	25400	26950	28400	29750	31000	32100
MEAN	32100	33150	34250	35300	36400	37500	38600	39650	40750
TOTAL NUMBER	27	21	62	74	168	137	194	284	358
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	4	1	5	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52750	56800	61000	65200	69350	73200	76600	80150	82600
UPPER QUARTILE	46600	49950	53250	56400	59350	61850	63800	65350	64750
MEDIAN	42500	45200	47600	49600	51150	52250	52900	53250	52950
LOWER QUARTILE	38350	40750	42550	43750	44500	44900	45100	45150	45100
LOWER DECILE	34050	36200	37650	38550	39100	39400	39600	39700	39700
MEAN	42850	45900	48600	50950	52900	54350	55400	56250	56650
TOTAL NUMBER	1223	1781	1435	1410	1216	1341	895	1038	1651
OVER $88000	0	6	4	23	7	33	82	84	121
UNDER $17000	2	3	6	3	4	7	1	7	3

NON-SUPERVISORS

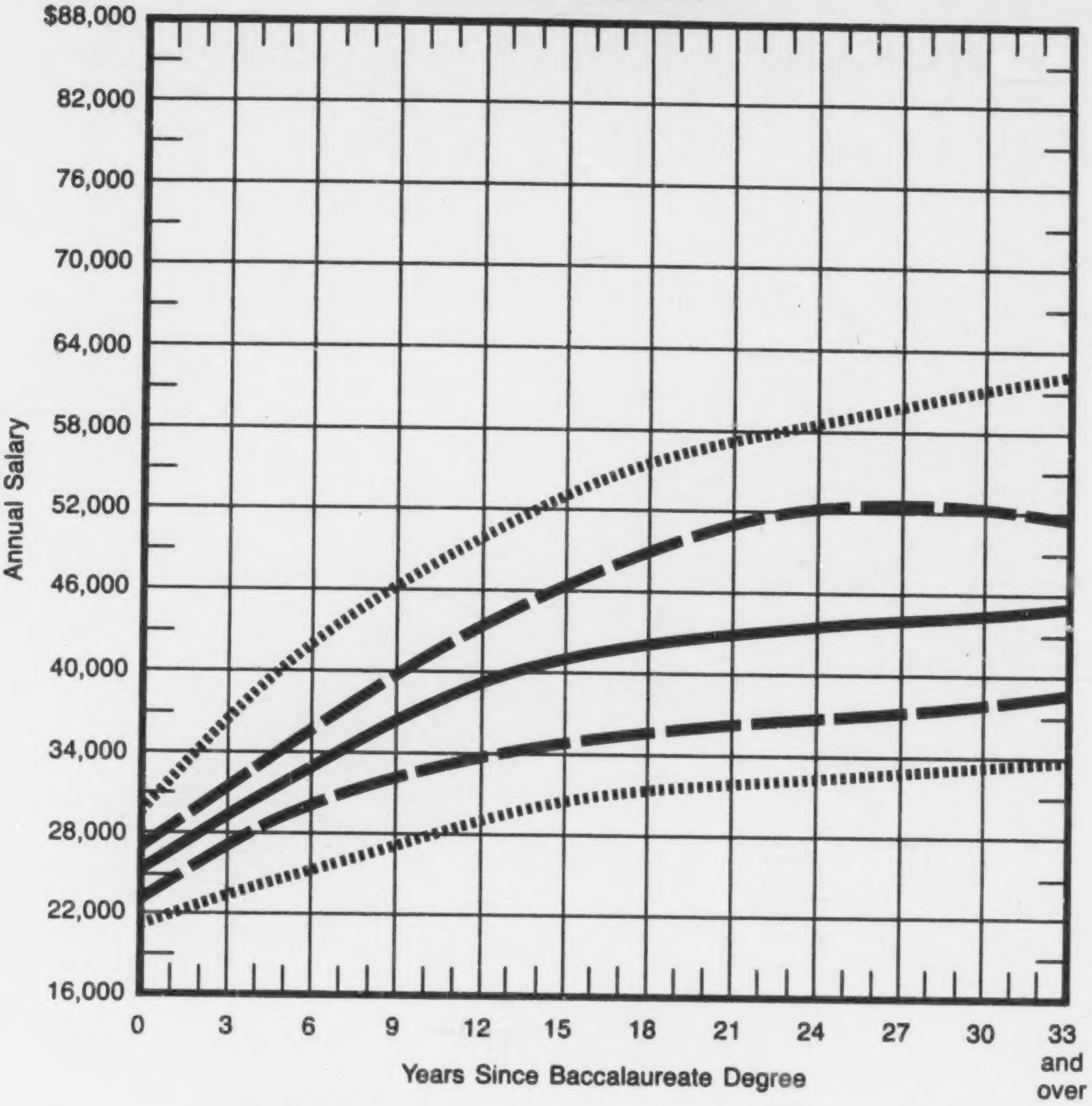
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29550	31350	33150	34900	36650	38300	39950	41450	42900
UPPER QUARTILE	28150	29550	31000	32400	33800	35100	36400	37600	38700
MEDIAN	26500	27700	28900	30050	31150	32250	33300	34250	35150
LOWER QUARTILE	25300	26200	27050	27950	28750	29550	30300	31050	31700
LOWER DECILE	23450	24350	25150	25900	26550	27200	27750	28300	28750
MEAN	26600	27800	29050	30200	31350	32500	33550	34550	35500
TOTAL NUMBER	1380	1784	1756	1880	1792	1350	1364	1218	1183
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	12	8	8	5	4	15	7	3	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45450	48450	50550	51950	52800	53300	53550	53750	53800
UPPER QUARTILE	40700	43100	44750	45750	46350	46650	46750	46800	46750
MEDIAN	36750	38600	39900	40650	41050	41200	41200	41100	41000
LOWER QUARTILE	32950	34400	35400	36000	36300	36350	36250	36050	35750
LOWER DECILE	29550	30450	31050	31450	31700	31850	31950	31950	32000
MEAN	37200	39150	40550	41400	41850	42050	42100	42050	41950
TOTAL NUMBER	3230	2537	1695	1411	1425	1354	868	1061	2066
OVER $88000	0	0	0	1	0	0	2	0	0
UNDER $17000	10	3	3	0	8	1	3	1	3

LEGEND

▮▮▮▮▮▮▮▮▮ Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
▮▮▮▮▮▮▮▮▮ Lower Decile

SMALL INDUSTRIAL EMPLOYERS
ALL ENGINEERS



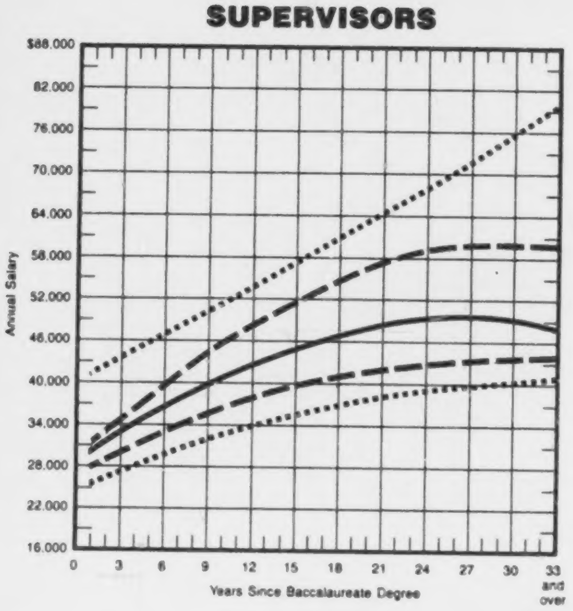
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30700	32450	34250	36000	37750	39500	41200	42850	44450
UPPER QUARTILE	27900	29250	30650	32050	33450	34900	36300	37700	39100
MEDIAN	25100	26450	27750	29050	30300	31500	32700	33800	34900
LOWER QUARTILE	23050	24200	25350	26450	27500	28500	29450	30350	31200
LOWER DECILE	21600	22300	22950	23600	24250	24850	25450	26050	26650
MEAN	25500	26850	28150	29500	30750	32050	33250	34450	35550
TOTAL NUMBER	409	573	656	597	606	746	831	909	814
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	13	0	0	0	0	0	0	0

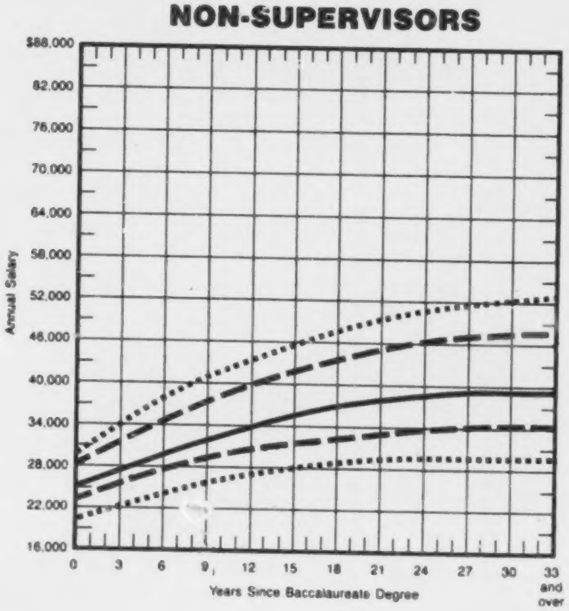
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47450	51500	54750	57350	59250	60550	61400	62000	62300
UPPER QUARTILE	41750	45350	48300	50450	51850	52550	52750	52500	51800
MEDIAN	36850	39350	41300	42750	43800	44500	44950	45300	45500
LOWER QUARTILE	32700	34500	35800	36750	37400	37800	38050	38250	38350
LOWER DECILE	27700	29100	30300	31300	32100	32700	33150	33600	33900
MEAN	37650	40350	42500	44150	45350	46200	46800	47250	47450
TOTAL NUMBER	3079	2843	2624	1856	1258	1865	895	1494	2683
OVER $88000	0	1	0	23	1	48	7	19	66
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮ **Upper Decile**
— — — — **Upper Quartile**
━━━━━ **Median**
– – – – – **Lower Quartile**
▮▮▮▮▮▮▮▮ **Lower Decile**

SMALL INDUSTRIAL EMPLOYERS





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	40350	41600	42850	44150	45450	46800	48150	49500
UPPER QUARTILE	0	31400	32950	34550	36200	37800	39450	41050	42650
MEDIAN	0	30150	31350	32550	33800	35000	36250	37450	38650
LOWER QUARTILE	0	28350	29550	30700	31850	32950	33950	34950	35850
LOWER DECILE	0	25900	27000	28050	29100	30100	31050	31950	32800
MEAN	0	32800	33800	34850	35950	37000	38050	39150	40200
TOTAL NUMBER	1	5	25	24	16	129	72	211	315
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52300	56500	60700	64700	68400	71700	74500	77200	79500
UPPER QUARTILE	45700	49850	53200	55700	57300	58150	58450	58300	57750
MEDIAN	41000	44150	46750	48750	50000	[illegible]	50650	50150	48650
LOWER QUARTILE	37550	39600	41200	42350	43200	[illegible]	44150	44450	44600
LOWER DECILE	34400	36350	37900	39050	39850	40450	40800	41100	41300
MEAN	42300	45250	47950	50250	52050	53350	54100	54450	53700
TOTAL NUMBER	964	979	955	939	543	837	451	636	1361
OVER $88000	0	1	0	22	1	48	7	19	64
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30800	32400	34000	35500	36950	38350	39700	40950	42100
UPPER QUARTILE	28000	29250	30450	31650	32850	34000	35050	36100	37100
MEDIAN	25100	26400	27700	28900	30050	31100	32100	33000	33850
LOWER QUARTILE	23150	24200	25250	26200	27050	27900	28650	29300	29900
LOWER DECILE	20900	21800	22650	23400	24150	24800	25400	25900	26400
MEAN	25500	26750	27950	29150	30250	31300	32300	33200	34050
TOTAL NUMBER	407	567	631	573	589	616	758	697	498
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	13	0	0	0	0	0	0	0

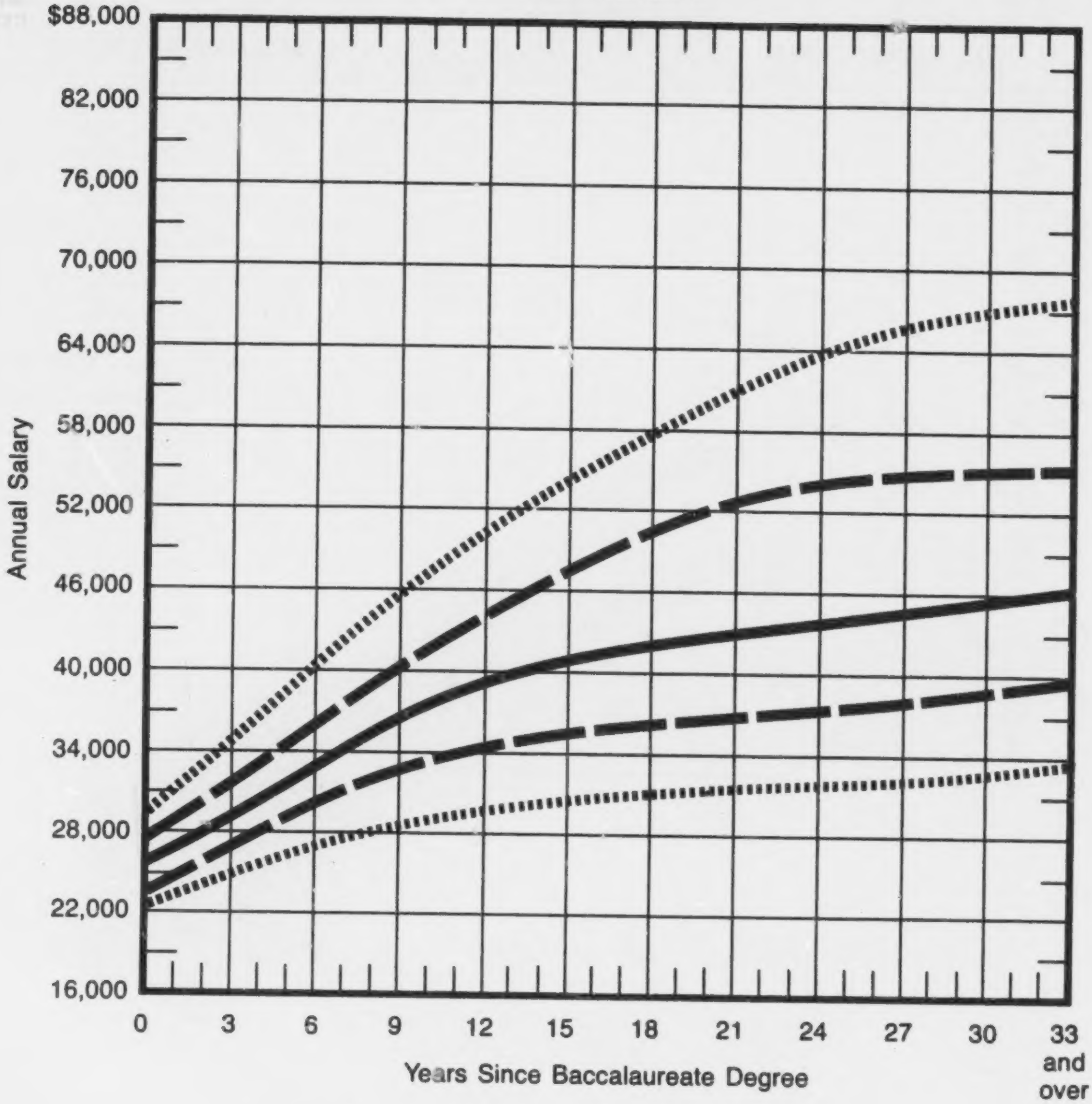
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44200	46800	48700	50050	51000	51600	51950	52150	52250
UPPER QUARTILE	38950	41250	43100	44500	45500	46250	46700	47100	47250
MEDIAN	35250	36900	38000	38700	39150	39450	39600	39750	39800
LOWER QUARTILE	30950	32100	32900	33400	33750	33950	34050	34100	34150
LOWER DECILE	27200	28150	28750	29100	29350	29500	29600	29650	29650
MEAN	35600	37350	38650	39550	40150	40550	40800	40950	41050
TOTAL NUMBER	2114	1864	1668	916	714	1028	443	857	1322
OVER $88000	0	0	0	1	0	0	0	0	2
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪ Lower Decile

CURVES AND TABLES BY INDUSTRY GROUP OF EMPLOYER & FOR ALL INDUSTRIES

ALL INDUSTRIES
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30100	31900	33750	35600	37450	39300	41100	42950	44750
UPPER QUARTILE	28300	29750	31200	32700	34200	35650	37150	38600	40000
MEDIAN	26350	27600	28850	30100	31300	32500	33700	34850	35900
LOWER QUARTILE	24800	25800	26750	27750	28700	29600	30450	31300	32100
LOWER DECILE	22600	23450	24250	25050	25750	26450	27150	27750	28350
MEAN	26600	27850	29150	30400	31650	32850	34100	35250	36400
TOTAL NUMBER	2471	3349	3712	3653	3645	3271	3288	3259	3183
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	13	22	8	5	9	16	12	4	5

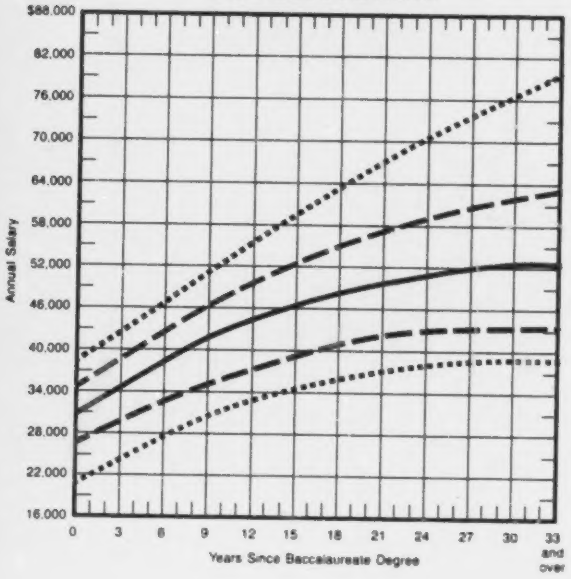
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48150	52850	56850	60100	62650	64500	65800	66850	67400
UPPER QUARTILE	42750	46350	49300	51550	53100	54100	54650	54950	55000
MEDIAN	37950	40500	42450	43900	44900	45500	45900	46150	46300
LOWER QUARTILE	33550	35350	36750	37750	38450	38950	39250	39500	39650
LOWER DECILE	29400	30650	31650	32400	32900	33250	33500	33650	33700
MEAN	38550	41350	43650	45400	46700	47600	48250	48700	49050
TOTAL NUMBER	10359	9631	7646	6439	5456	6113	3858	4929	8400
OVER $88000	0	10	11	60	39	107	117	148	262
UNDER $17000	12	6	9	4	12	8	4	10	7

LEGEND

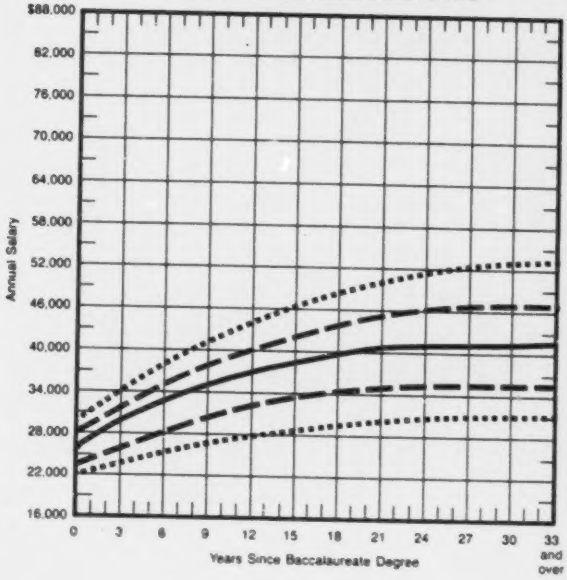
▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮	**Upper Decile**
— — — — —	**Upper Quartile**
━━━━━━━━	**Median**
– – – – –	**Lower Quartile**
▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮	**Lower Decile**

ALL INDUSTRIES

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	39750	40950	42150	43400	44700	46000	47300	48650	50050
UPPER QUARTILE	35100	36200	37350	38500	39700	40900	42100	43300	44500
MEDIAN	31050	32150	33250	34350	35450	36600	37700	38800	39850
LOWER QUARTILE	26250	27600	28900	30150	31400	32600	33750	34800	35800
LOWER DECILE	21200	22600	24000	25400	26700	28000	29200	30300	31350
MEAN	31150	32300	33500	34650	35850	37000	38200	39350	40450
TOTAL NUMBER	33	40	129	164	277	365	425	673	859
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	4	1	5	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52850	57100	61400	65550	69500	73000	75950	78850	80950
UPPER QUARTILE	46950	50500	53900	56900	59500	61450	62850	63700	63200
MEDIAN	41950	44900	47400	49450	51000	52000	52550	52700	52250
LOWER QUARTILE	37650	39850	41550	42750	43600	44150	44500	44750	44900
LOWER DECILE	33150	35300	36800	37800	38500	38900	39100	39300	39350
MEAN	42700	45750	48450	50700	52500	53850	54800	55600	56150
TOTAL NUMBER	3095	3827	3202	3224	2550	2976	1878	2302	3956
OVER $88000	0	10	11	57	38	107	114	187	258
UNDER $17000	2	3	6	3	4	7	1	8	4

NON-SUPERVISORS

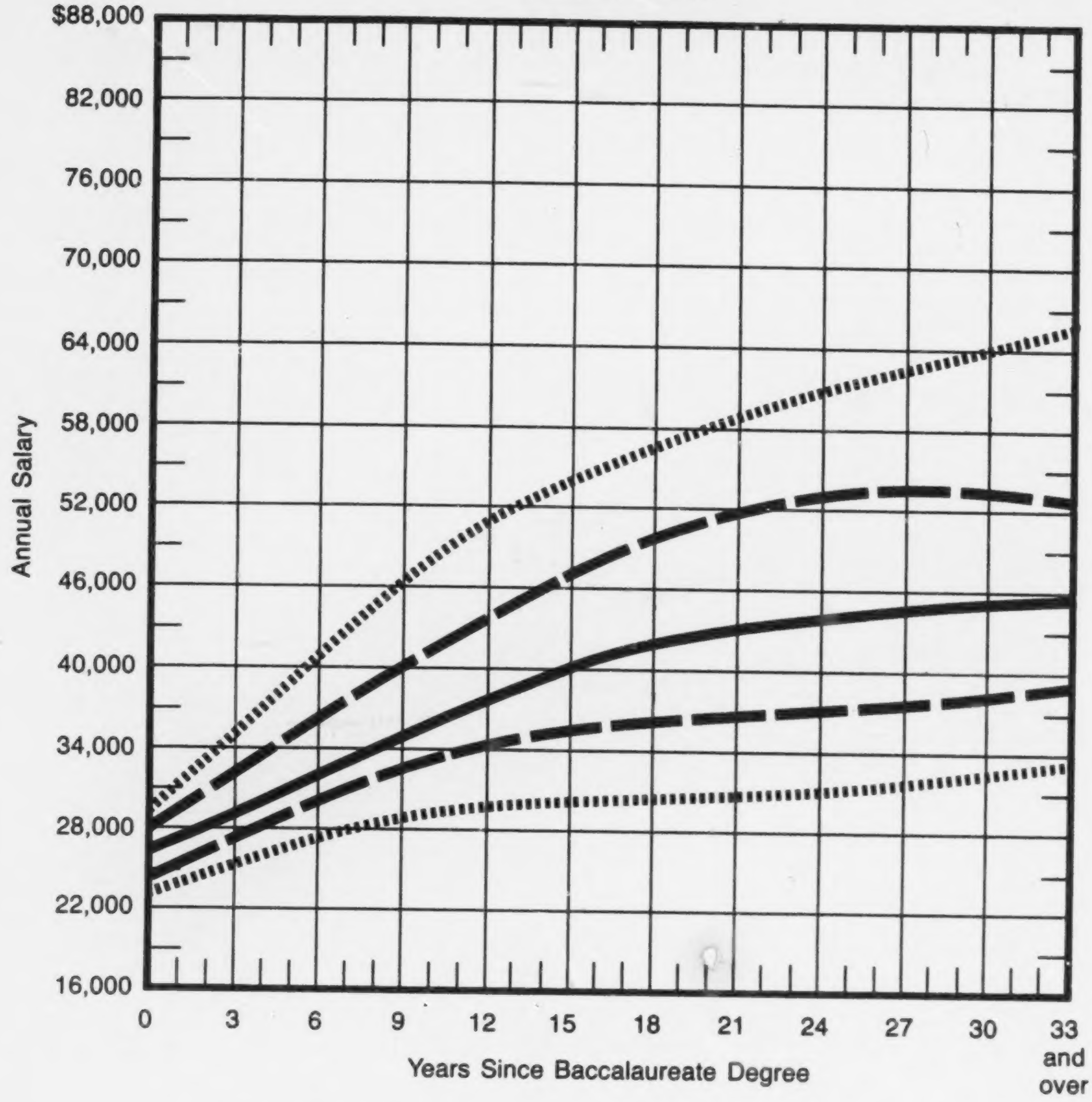
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29950	31750	33450	35150	36750	38300	39800	41200	42550
UPPER QUARTILE	28200	29650	31100	32500	33850	35150	36350	37500	38600
MEDIAN	26300	27600	28800	29950	31100	32150	33150	34050	34900
LOWER QUARTILE	24850	25800	26750	27600	28450	29250	29950	30650	31250
LOWER DECILE	22800	23550	24300	24950	25600	26200	26750	27200	27650
MEAN	26550	27800	29000	30150	31300	32350	33350	34250	35150
TOTAL NUMBER	2438	3309	3582	3489	3368	2905	2863	2586	2324
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	13	22	8	5	5	15	7	3	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44900	47750	49900	51400	52400	53000	53350	53600	53650
UPPER QUARTILE	40550	42900	44650	45900	46750	47300	47600	47800	47900
MEDIAN	36400	38200	39500	40400	41050	41450	41700	41850	41900
LOWER QUARTILE	32350	33650	34550	35150	35550	35850	36000	36150	36200
LOWER DECILE	28450	29350	29950	30400	30700	30850	31000	31050	31100
MEAN	36650	38500	39900	40850	41550	41950	42250	42400	42500
TOTAL NUMBER	7264	5803	4443	3215	2905	3137	1979	2626	4444
OVER $88000	0	0	0	2	1	0	2	1	3
UNDER $17000	10	3	3	1	8	1	3	2	3

LEGEND

▪▪▪▪▪▪▪▪▪	Upper Decile
— — —	Upper Quartile
▬▬▬	Median
— — —	Lower Quartile
▪▪▪▪▪▪▪▪▪	Lower Decile

ALL MANUFACTURING
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30550	32300	34000	35750	37550	39300	41000	42750	44400
UPPER QUARTILE	28800	30050	31350	32650	33950	35300	36650	37950	39300
MEDIAN	26400	27600	28800	30000	31150	32250	33350	34400	35400
LOWER QUARTILE	24950	25900	26850	27750	28600	29400	30200	30950	31700
LOWER DECILE	23900	24350	24800	25250	25700	26150	26600	27050	27450
MEAN	27200	28300	29400	30500	31650	32700	33800	34850	35900
TOTAL NUMBER	1408	1835	1929	1912	1903	1566	1692	1738	1565
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	4	3	6	5	8	16	11	4	5

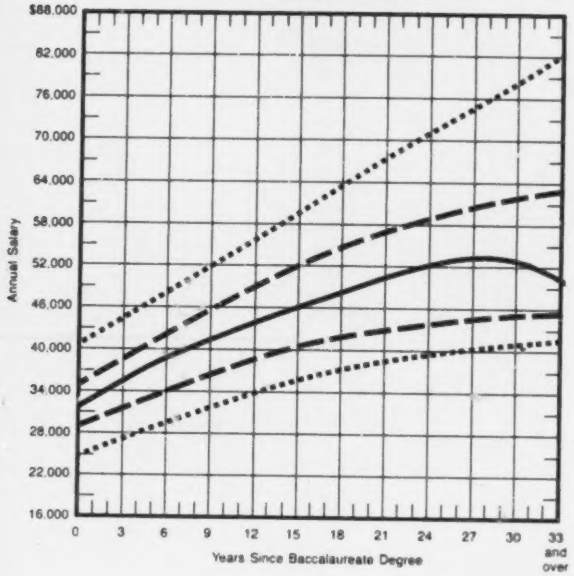
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47650	52050	55800	58900	61300	63050	64300	65300	65850
UPPER QUARTILE	41850	45450	48500	50850	52500	53450	53800	53650	52700
MEDIAN	37200	39550	41400	42850	43900	44600	45100	45450	45600
LOWER QUARTILE	33000	34700	36000	37050	37800	38300	38650	38950	39100
LOWER DECILE	28250	29450	30450	31350	32100	32700	33100	33450	33500
MEAN	37900	40550	42750	44550	45850	46800	47400	47850	48150
TOTAL NUMBER	5253	4958	4274	3535	2932	3578	2066	2895	5150
OVER $88000	0	8	5	31	26	41	81	106	144
UNDER $17000	12	5	9	3	12	8	4	9	7

LEGEND

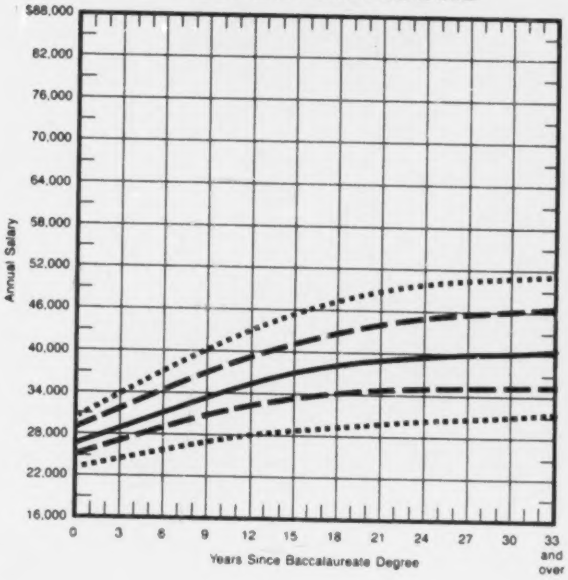
▮▮▮▮▮▮▮▮▮▮▮▮	Upper Decile
— — — — —	Upper Quartile
━━━━━━━━	Median
— — — — —	Lower Quartile
▮▮▮▮▮▮▮▮▮▮▮▮	Lower Decile

ALL MANUFACTURING

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	41900	42950	44000	45100	46200	47300	48450	49650	50850
UPPER QUARTILE	36550	37500	38500	39500	40500	41500	42550	43600	44650
MEDIAN	33250	34050	34900	35750	36600	37450	38350	39200	40100
LOWER QUARTILE	29400	30250	31100	31950	32750	33600	34400	35200	36000
LOWER DECILE	24600	25750	26850	27900	28950	29900	30900	31800	32650
MEAN	34000	34850	35700	36550	37400	38250	39150	40050	40950
TOTAL NUMBER	11	15	65	78	175	165	243	356	342
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	4	1	5	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53300	57100	61000	64900	68750	72450	75750	79450	82850
UPPER QUARTILE	46800	50050	53200	56150	58800	60950	62550	63550	62000
MEDIAN	41850	44450	46900	49100	50950	52350	53200	53400	51150
LOWER QUARTILE	37500	39550	41300	42700	43800	44600	45150	45500	45650
LOWER DECILE	34250	36200	37800	38950	39800	40400	40800	41100	41250
MEAN	42750	45400	48000	50450	52650	54450	55750	56650	55700
TOTAL NUMBER	1550	1826	1783	1719	1300	1755	1056	1252	2219
OVER $88000	0	8	5	30	25	41	79	106	143
UNDER $17000	2	2	6	3	4	7	1	8	4

NON-SUPERVISORS

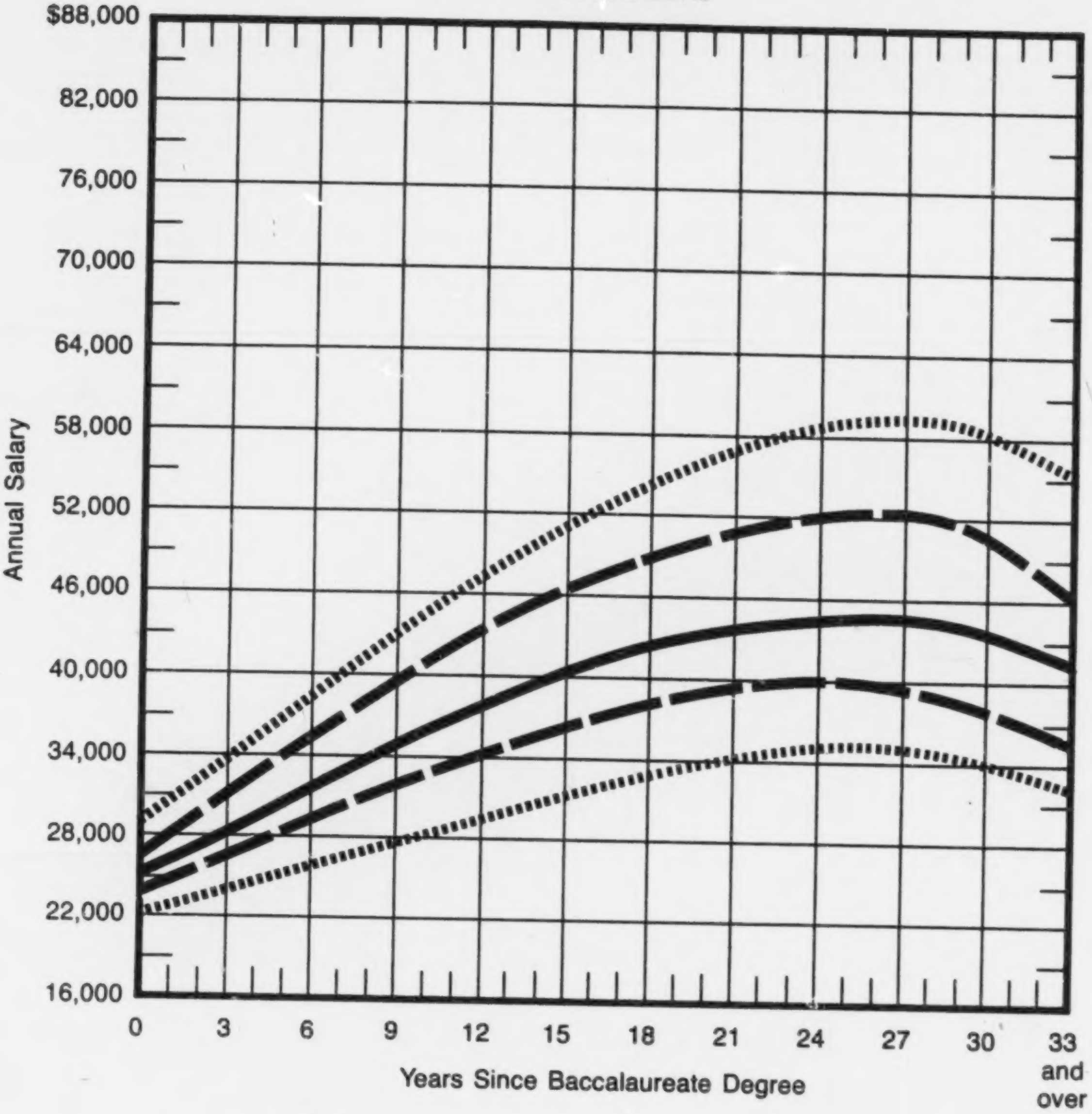
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30400	32050	33600	35150	36600	38000	39300	40550	41750
UPPER QUARTILE	28550	29850	31150	32400	33550	34700	35750	36800	37750
MEDIAN	26400	27600	28750	29850	30850	31800	32750	33550	34350
LOWER QUARTILE	25150	25950	26750	27550	28250	28900	29550	30100	30650
LOWER DECILE	24000	24400	24800	25150	25550	25900	26200	26550	26850
MEAN	27100	28200	29200	30200	31150	32050	32900	33700	34450
TOTAL NUMBER	1396	1820	1863	1833	1727	1401	1448	1381	1223
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	4	3	6	5	4	15	6	3	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43800	46350	48200	49550	50450	51050	51400	51650	51750
UPPER QUARTILE	39450	41500	43100	44250	45050	45550	45900	46150	46250
MEDIAN	35700	37250	38400	39200	39750	40100	40300	40450	40500
LOWER QUARTILE	31600	32700	33550	34150	34550	34800	35000	35150	35200
LOWER DECILE	27450	28250	28950	29500	29950	30350	30650	30950	31150
MEAN	35800	37400	38650	39550	40200	40650	40950	41150	41250
TOTAL NUMBER	3702	3131	2490	1815	1631	1822	1010	1643	2931
OVER $88000	0	0	0	1	1	0	2	0	0
UNDER $17000	10	3	3	0	8	1	3	1	3

LEGEND

┅┅┅	**Upper Decile**
— — —	**Upper Quartile**
━━━	**Median**
— — —	**Lower Quartile**
┅┅┅	**Lower Decile**

AEROSPACE
ALL ENGINEERS



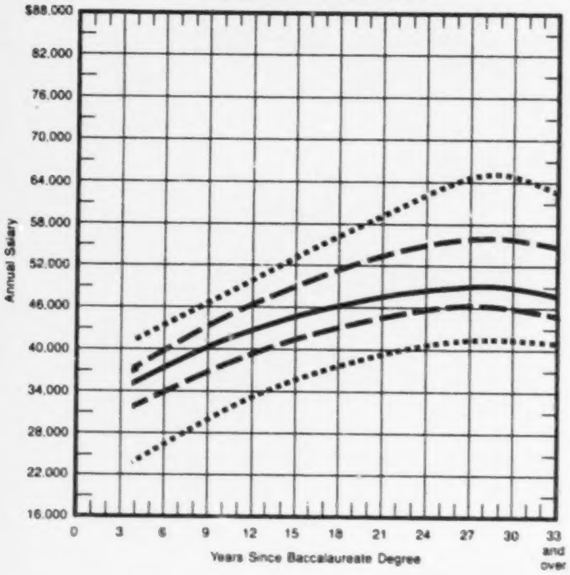
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29500	30900	32350	33850	35400	36950	38550	40200	41800
UPPER QUARTILE	27450	28650	29850	31100	32350	33650	34950	36300	37650
MEDIAN	25750	26800	27850	28900	30000	31100	32200	33300	34400
LOWER QUARTILE	24550	25350	26150	27000	27850	28700	29500	30350	31200
LOWER DECILE	23050	23650	24250	24850	25450	26100	26700	27300	27900
MEAN	27350	28250	29150	30050	31000	32000	32950	33950	34900
TOTAL NUMBER	327	570	314	269	293	244	226	152	203
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45000	49550	53550	56550	58450	59250	59000	57600	54200
UPPER QUARTILE	40300	44150	47550	50200	51950	52650	52400	50800	46500
MEDIAN	36550	39500	41950	43800	44900	45250	45000	43850	41100
LOWER QUARTILE	32850	35100	37050	38550	39500	39900	39700	38700	35700
LOWER DECILE	29100	30800	32300	33550	34500	35000	35050	34500	31800
MEAN	36900	39700	42300	44450	46000	46900	47000	46050	42150
TOTAL NUMBER	655	731	608	583	766	772	623	565	1080
OVER $88000	0	0	0	0	0	2	2	0	5
UNDER $17000	0	0	0	0	0	0	0	0	0

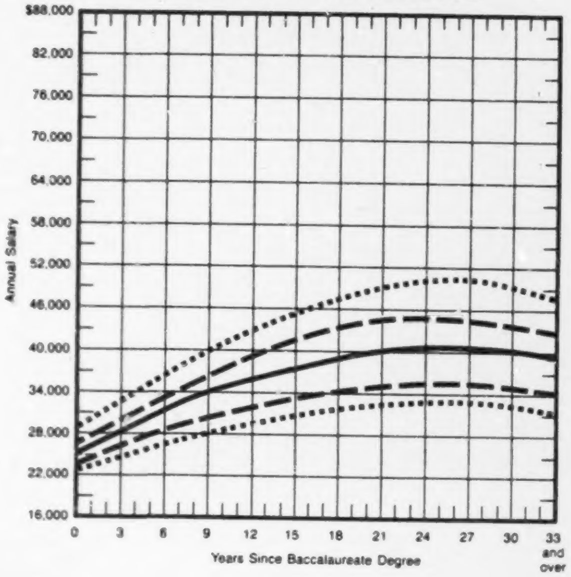
LEGEND

▮▮▮▮▮▮▮▮▮▮	**Upper Decile**
— — — — —	**Upper Quartile**
━━━━━━━	**Median**
— — — — —	**Lower Quartile**
▮▮▮▮▮▮▮▮▮▮	**Lower Decile**

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	41650	42800	43950	45150	46350
UPPER QUARTILE	0	0	0	0	38550	39550	40600	41600	42650
MEDIAN	0	0	0	0	36150	37050	37900	38800	39650
LOWER QUARTILE	0	0	0	0	32200	33150	34100	35050	36000
LOWER DECILE	0	0	0	0	24250	25950	27600	29150	30650
MEAN	0	0	0	0	36300	37200	38050	38950	39850
TOTAL NUMBER	1	1	2	3	5	5	9	30	6
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48750	52350	55850	59050	61800	63900	65250	65550	62300
UPPER QUARTILE	44750	47850	50750	53350	55450	56950	57750	57500	54000
MEDIAN	41400	43900	46250	48350	50000	51200	51750	51600	48800
LOWER QUARTILE	37850	40500	42800	44750	46150	46950	47150	46550	43950
LOWER DECILE	33200	36250	38300	39600	40450	40900	41200	41350	41400
MEAN	41650	44250	46750	48950	50750	52100	52900	52900	50400
TOTAL NUMBER	128	264	309	266	353	321	292	249	295
OVER $88000	0	0	0	0	0	2	2	0	5
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

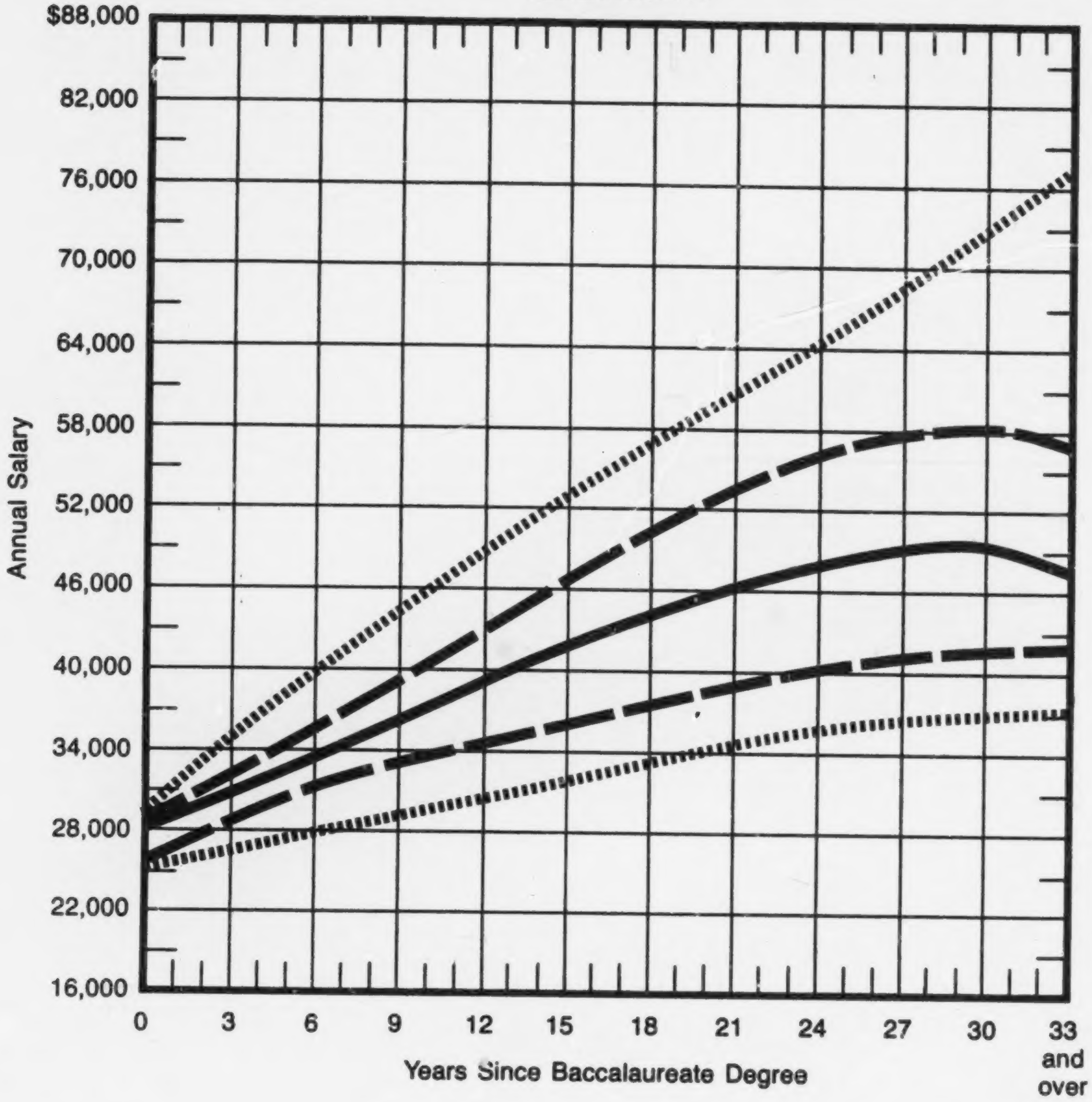
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29350	30700	32100	33500	34950	36350	37750	39100	40400
UPPER QUARTILE	27500	28650	29800	30950	32100	33250	34400	35500	36550
MEDIAN	25600	26750	27850	29000	30050	31100	32150	33100	34050
LOWER QUARTILE	24750	25450	26150	26850	27550	28250	28950	29650	30300
LOWER DECILE	23300	23800	24350	24900	25400	25950	26450	27000	27500
MEAN	27350	28200	29050	29900	30750	31600	32450	33300	34100
TOTAL NUMBER	325	569	311	266	288	238	217	122	196
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42950	46200	48700	50300	51100	51250	50900	50000	48500
UPPER QUARTILE	38600	41150	43100	44350	44950	45000	44600	43750	42250
MEDIAN	35700	37700	39150	40000	40400	40500	40450	40200	39850
LOWER QUARTILE	31650	33450	34950	36100	36900	37200	37100	36450	34300
LOWER DECILE	28500	29950	31200	32200	32950	33350	33450	32950	30800
MEAN	35650	37700	39400	40650	41400	41700	41600	40950	39250
TOTAL NUMBER	526	467	299	316	413	450	330	316	785
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
▬▬▬ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪▪ Lower Decile

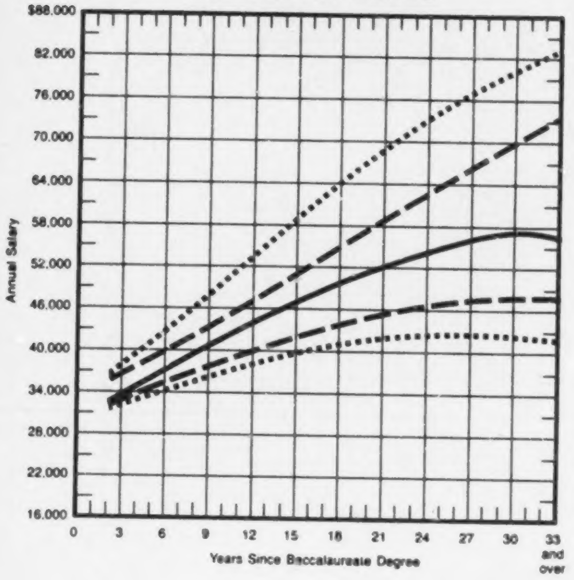
CHEMICALS
ALL ENGINEERS



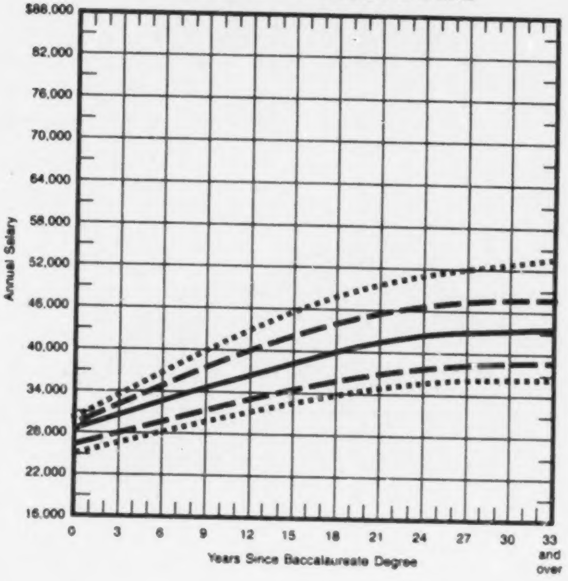
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30650	31950	33300	34700	36100	37550	39000	40500	42050
UPPER QUARTILE	29700	30750	31800	32900	34050	35200	36350	37550	38750
MEDIAN	28450	29200	30000	30850	31650	32500	33350	34200	35050
LOWER QUARTILE	26350	27150	27950	28750	29550	30300	31050	31800	32500
LOWER DECILE	25550	26000	26450	26900	27400	27850	28350	28800	29300
MEAN	28250	29100	30000	30900	31800	32750	33650	34650	35600
TOTAL NUMBER	222	184	418	460	523	321	591	597	605
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45150	49900	54600	59150	63450	67350	70700	74300	77850
UPPER QUARTILE	41200	44850	48400	51650	54400	56450	57800	58300	56400
MEDIAN	36800	39400	41950	44250	46250	47800	48800	49100	46900
LOWER QUARTILE	33850	35700	37250	38550	39600	40450	41050	41650	42100
LOWER DECILE	30200	31600	32900	34150	35250	36200	37000	37700	37850
MEAN	37550	40550	43450	46150	48500	50400	51750	52500	51250
TOTAL NUMBER	1843	1659	1873	1152	663	1097	376	794	1844
OVER $88000	0	0	0	16	16	23	14	34	49
UNDER $17000	0	0	0	0	0	0	0	1	1

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	36900	38300	39750	41300	42850	44450	46100
UPPER QUARTILE	0	0	36600	37550	38550	39600	40650	41750	42850
MEDIAN	0	0	33350	34250	35150	36100	37100	38050	39050
LOWER QUARTILE	0	0	33350	34000	34600	35250	35900	36550	37200
LOWER DECILE	0	0	32250	32850	33400	34000	34550	35150	35700
MEAN	0	0	34350	35250	36200	37150	38150	39150	40150
TOTAL NUMBER	0	2	5	9	41	17	27	163	166
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49500	54900	60500	66050	71300	75850	79500	82500	82700
UPPER QUARTILE	45150	48700	52450	56250	60050	63700	67000	70750	74100
MEDIAN	41050	44150	47150	50000	52600	54750	56300	57300	55800
LOWER QUARTILE	38500	40400	42200	43850	45300	46450	47350	48050	47650
LOWER DECILE	36800	38400	39800	41050	42050	42800	43200	43250	42000
MEAN	42200	45350	48500	51500	54350	56750	58700	60250	59800
TOTAL NUMBER	529	505	804	566	366	582	202	354	844
OVER $88000	0	0	0	15	16	23	14	34	48
UNDER $17000	0	0	0	0	0	0	0	1	1

NON-SUPERVISORS

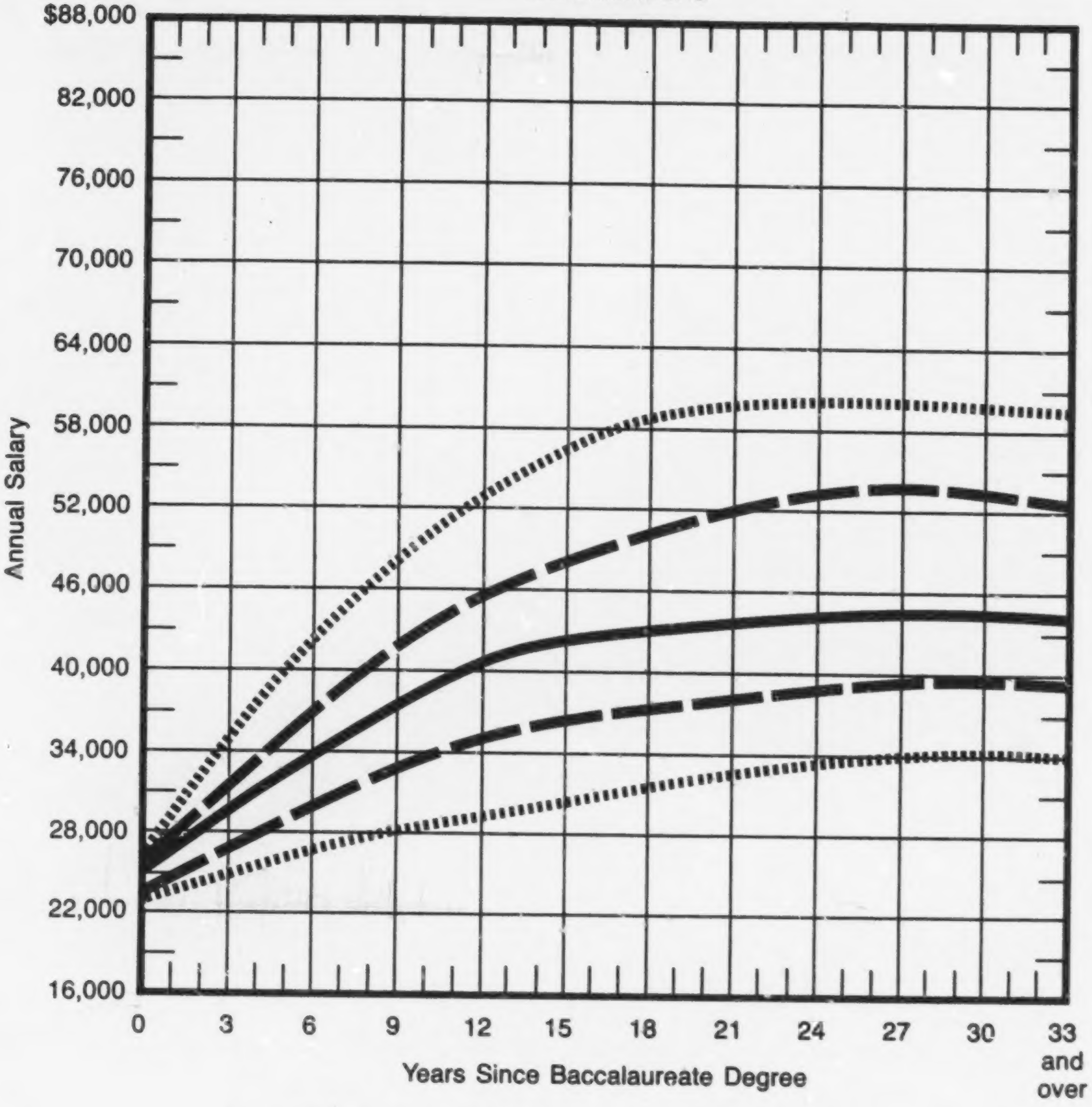
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30200	31550	32900	34250	35550	36850	38100	39300	40450
UPPER QUARTILE	29750	30700	31650	32600	33500	34450	35400	36300	37250
MEDIAN	28000	28900	29750	30600	31400	32200	33000	33750	34450
LOWER QUARTILE	27100	27600	28100	28650	29200	29700	30200	30750	31250
LOWER DECILE	25750	26100	26500	26850	27250	27650	28000	28400	28800
MEAN	28250	29050	29850	30650	31400	32200	33000	33750	34500
TOTAL NUMBER	222	181	412	450	481	304	564	434	438
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42600	45450	47800	49600	51000	51950	52550	53050	53250
UPPER QUARTILE	39000	41450	43600	45350	46700	47600	48100	48300	47800
MEDIAN	35800	37600	39100	40350	41300	42050	42600	43050	43450
LOWER QUARTILE	32250	33750	35100	36300	37300	38150	38750	39150	38900
LOWER DECILE	29550	30650	31750	32750	33700	34500	35250	36000	36600
MEAN	35900	37900	39600	41050	42250	43100	43750	44250	44600
TOTAL NUMBER	1314	1154	1069	585	296	514	173	439	999
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪▪ Lower Decile

COMPUTER
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27450	29700	32000	34350	36800	39200	41550	43900	46150
UPPER QUARTILE	26000	27950	30000	32050	34050	36050	38000	39900	41650
MEDIAN	25250	26850	28500	30100	31700	33250	34750	36150	37450
LOWER QUARTILE	24550	25600	26600	27650	28650	29650	30600	31500	32400
LOWER DECILE	23900	24500	25100	25700	26300	26850	27400	27950	28450
MEAN	25550	27050	28600	30150	31700	33150	34600	36000	37350
TOTAL NUMBER	15	19	17	20	27	26	16	15	15
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

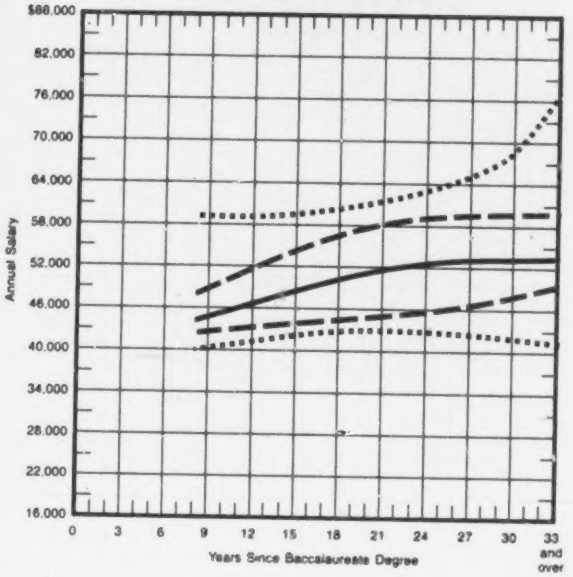
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50200	55000	58150	59850	60450	60450	60250	59850	59500
UPPER QUARTILE	44800	48450	50850	52200	52850	53050	53050	53000	52900
MEDIAN	39750	42350	43900	44650	44850	44750	44550	44250	44000
LOWER QUARTILE	34000	36000	37500	38500	39100	39400	39500	39450	39300
LOWER DECILE	29450	30800	31900	32800	33400	33850	34100	34200	34000
MEAN	39750	42600	44550	45750	46400	46600	46600	46500	46350
TOTAL NUMBER	40	38	34	49	39	48	30	28	31
OVER $88000	0	0	0	1	0	1	0	0	2
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

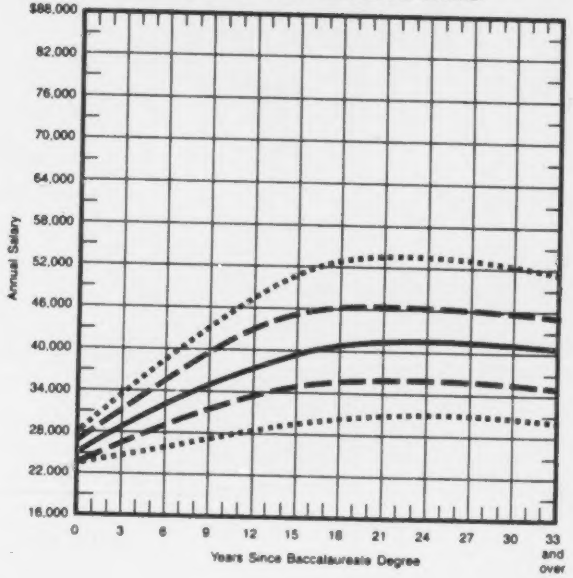
▮▮▮▮▮▮▮▮ Upper Decile
— — — — Upper Quartile
━━━━━ Median
— — — — Lower Quartile
▮▮▮▮▮▮▮▮ Lower Decile

COMPUTER

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	59600
UPPER QUARTILE	0	0	0	0	0	0	0	0	48200
MEDIAN	0	0	0	0	0	0	0	0	45100
LOWER QUARTILE	0	0	0	0	0	0	0	0	44050
LOWER DECILE	0	0	0	0	0	0	0	0	40200
MEAN	0	0	0	0	0	0	0	0	47950
TOTAL NUMBER	0	0	0	0	0	3	2	2	6
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59550	59700	60200	61000	62150	63650	65650	69100	78250
UPPER QUARTILE	51300	54750	57000	58400	59200	59600	59850	60000	60100
MEDIAN	46600	48500	50050	51300	52300	53050	53600	54050	54400
LOWER QUARTILE	43950	43950	44050	44350	44800	45400	46150	47500	50900
LOWER DECILE	40600	41100	41450	41750	41950	42000	41900	41650	30750
MEAN	48550	49450	50350	51300	52300	53350	54400	55850	58550
TOTAL NUMBER	7	10	10	20	14	22	8	13	9
OVER $88000	0	0	0	1	0	1	0	0	2
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

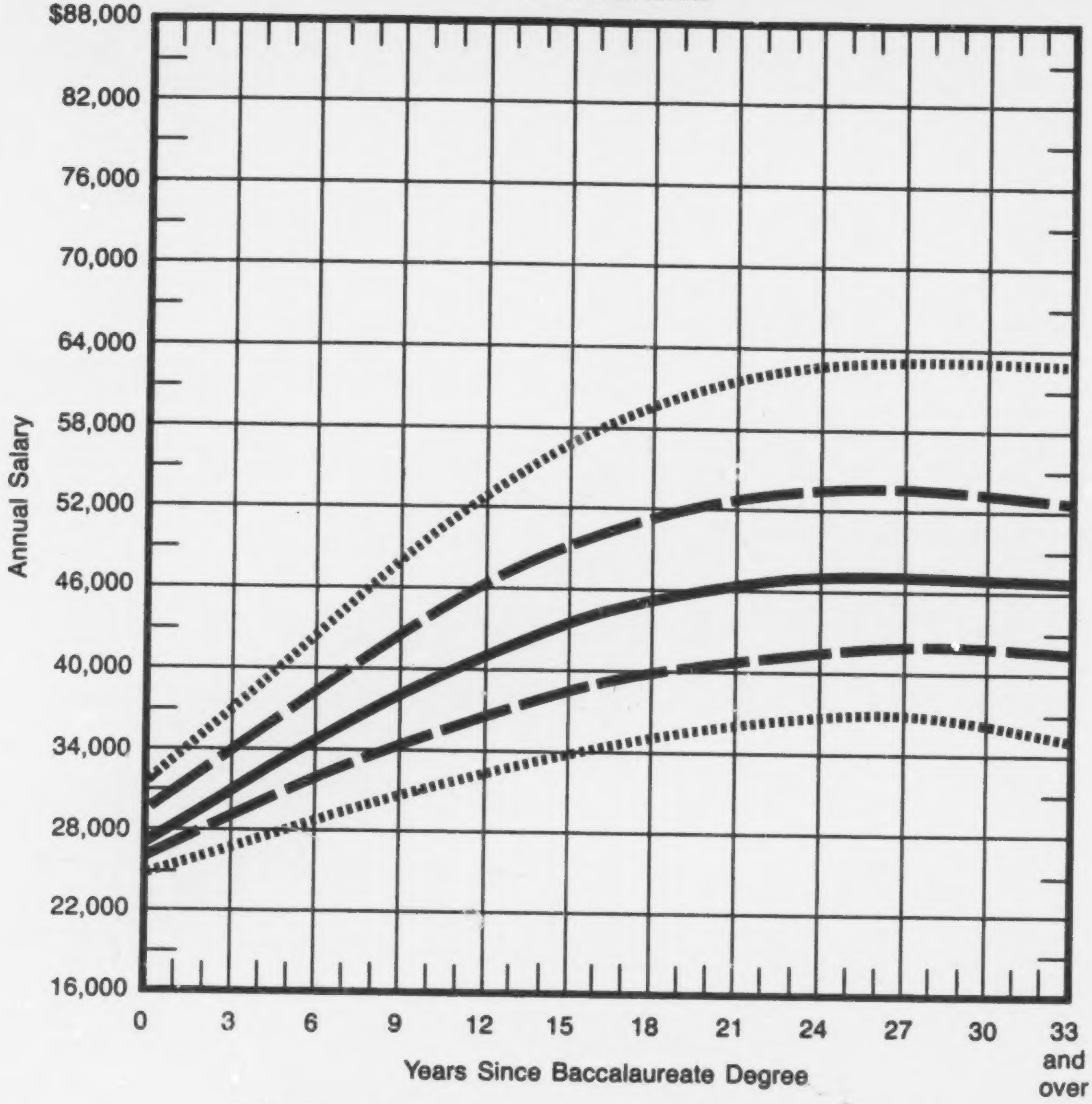
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27750	29700	31650	33650	35700	37700	39650	41550	43400
UPPER QUARTILE	26050	27950	29850	31750	33600	35400	37050	38600	40050
MEDIAN	25600	27000	28400	29750	31100	32350	33550	34650	35700
LOWER QUARTILE	24600	25600	26550	27500	28400	29250	30050	30850	31550
LOWER DECILE	24100	24550	25000	25400	25850	26250	26650	27100	27500
MEAN	25750	27100	28450	29800	31150	32400	33600	34750	35800
TOTAL NUMBER	15	19	17	20	27	23	14	13	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46700	50550	52900	54000	54100	53600	52900	52000	51050
UPPER QUARTILE	42450	44900	46150	46600	46500	46250	45950	45650	45400
MEDIAN	37450	39400	40600	41200	41400	41350	41200	41000	40850
LOWER QUARTILE	32800	34250	35250	35800	36100	36200	36200	36100	35950
LOWER DECILE	28300	29350	30350	31150	31750	32100	32250	32050	30750
MEAN	37700	39800	41150	41850	42050	42000	41850	41550	41250
TOTAL NUMBER	33	28	24	29	25	26	22	15	22
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪	Upper Decile
— — —	Upper Quartile
▬▬▬	Median
— — —	Lower Quartile
▪▪▪▪▪▪▪▪▪	Lower Decile

ELECTRIC & ELECTRONIC EQUIPMENT
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31400	33150	34950	36800	38650	40500	42400	44250	46050
UPPER QUARTILE	29500	31000	32500	34000	35500	37000	38500	39950	41400
MEDIAN	27700	28850	30050	31250	32450	33600	34750	35900	37000
LOWER QUARTILE	26250	27150	28050	28950	29850	30700	31600	32450	33300
LOWER DECILE	24950	25550	26150	26750	27350	28000	28600	29200	29800
MEAN	28150	29350	30500	31750	32950	34150	35350	36500	37650
TOTAL NUMBER	426	555	675	643	620	499	410	380	283
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

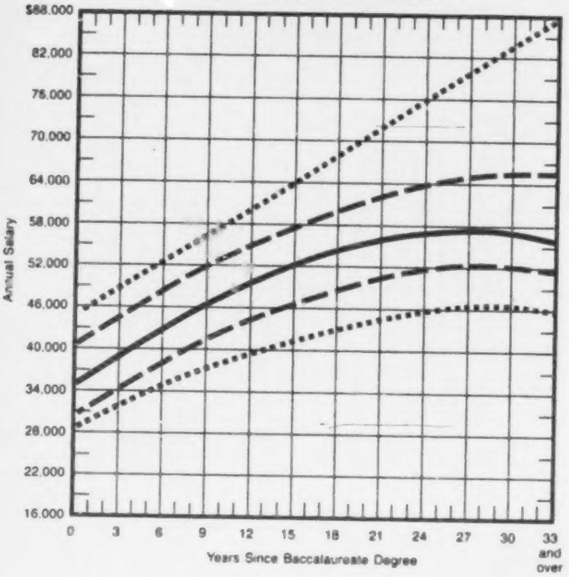
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49550	54250	58000	60650	62300	63150	63350	63150	62600
UPPER QUARTILE	44100	47600	50300	52150	53200	53600	53600	53200	52400
MEDIAN	39000	41700	43800	45300	46250	46800	47000	46950	46650
LOWER QUARTILE	34850	37000	38750	40100	41000	41550	41800	41800	41400
LOWER DECILE	30950	32650	34100	35300	36250	36800	37000	36750	35050
MEAN	39850	42800	45250	47050	48250	48900	49150	49000	48350
TOTAL NUMBER	951	1395	1072	1053	1044	1080	1081	1391	1329
OVER $88000	0	2	11	12	16	30	22	33	38
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

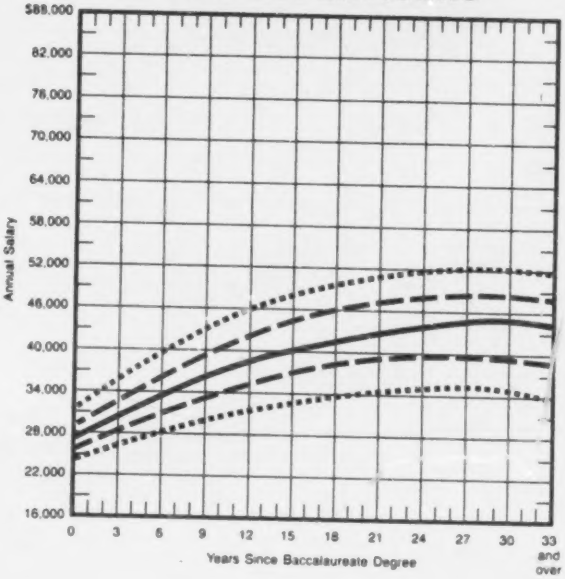
▮▮▮▮▮▮▮▮▮▮▮▮▮▮ **Upper Decile**
— — — — — **Upper Quartile**
━━━━━━━ **Median**
— — — — — **Lower Quartile**
▮▮▮▮▮▮▮▮▮▮▮▮▮▮ **Lower Decile**

ELECTRIC & ELECTRONIC EQUIPMENT

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	45100	0	47450	48650	49850	51100	52400	53700	55050
UPPER QUARTILE	40900	0	43250	44400	45600	46800	47950	49150	50350
MEDIAN	34850	0	37400	38650	39900	41200	42450	43650	44850
LOWER QUARTILE	31550	0	33600	34650	35700	36750	37300	38850	39900
LOWER DECILE	30300	0	31650	32350	33050	33750	34450	35150	35850
MEAN	36600	0	38800	39900	41000	42100	43200	44350	45450
TOTAL NUMBER	6	3	19	19	48	43	44	46	30
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57750	61950	66250	70550	74650	78500	81900	85450	87900
UPPER QUARTILE	52650	55950	58950	61550	63650	65150	66100	66500	65550
MEDIAN	47150	50300	52900	54950	56350	57250	57650	57650	57100
LOWER QUARTILE	41900	44750	47250	49300	50750	51700	52100	52000	50650
LOWER DECILE	37250	39350	41300	43050	44600	45800	46600	47050	45900
MEAN	47650	50800	53650	56150	58200	59700	60600	61000	60150
TOTAL NUMBER	188	401	371	367	337	378	313	401	359
OVER $88000	0	2	10	12	15	30	21	33	38
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

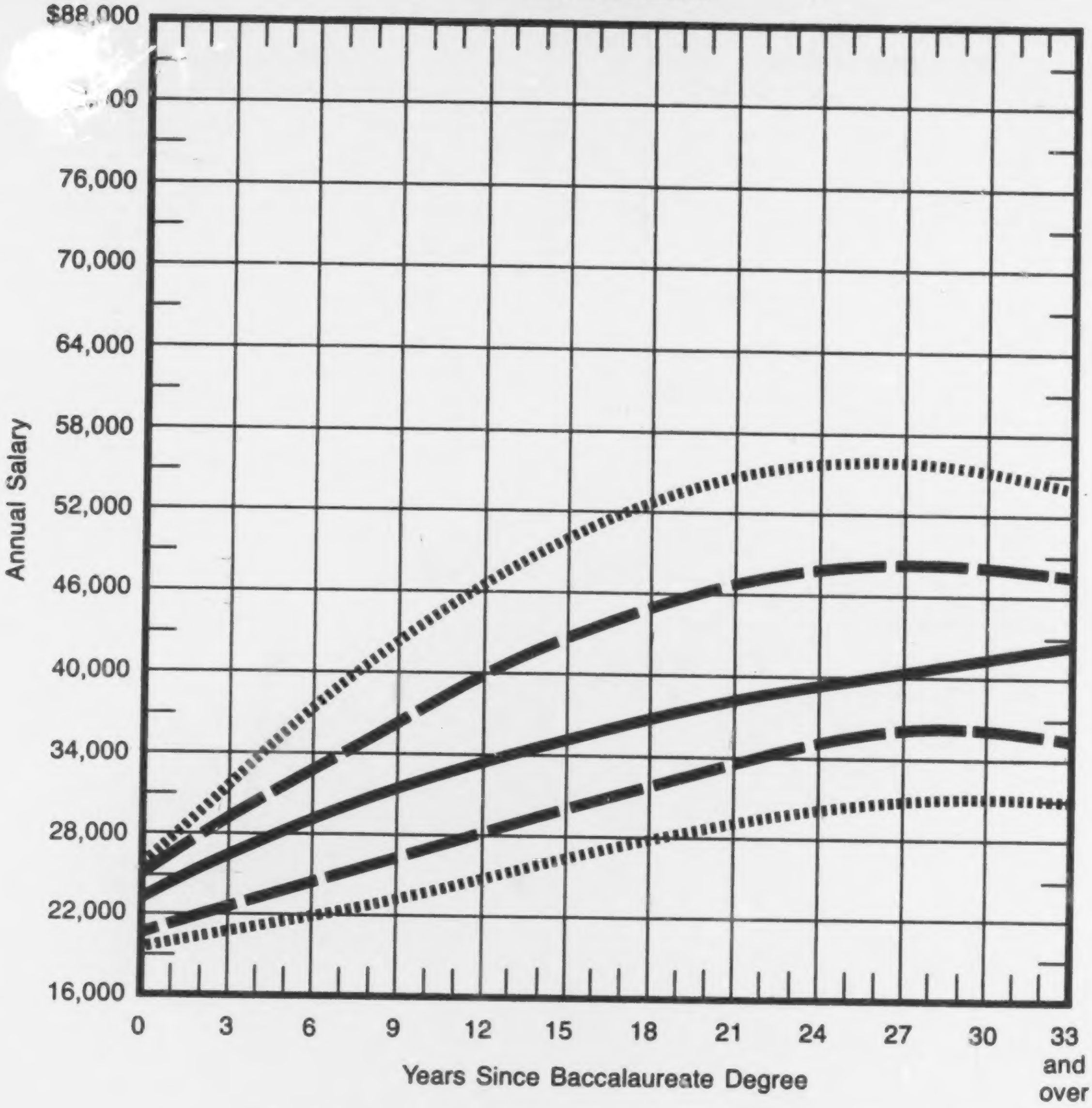
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31100	32900	34600	36300	37850	39350	40750	42000	43200
UPPER QUARTILE	29300	30850	32350	33800	35150	36450	37650	38800	39850
MEDIAN	27600	28800	29950	31100	32200	33250	34250	35200	36100
LOWER QUARTILE	26300	27150	28000	28800	29600	30400	31200	31950	32650
LOWER DECILE	25150	25650	26150	26650	27150	27650	28100	28600	29100
MEAN	27950	29150	30300	31400	32500	33500	34500	35400	36300
TOTAL NUMBER	420	552	656	624	572	456	366	334	253
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45250	47650	49350	50450	51200	51600	51850	52000	52050
UPPER QUARTILE	41650	43800	45400	46450	47150	47600	47850	48000	48050
MEDIAN	37750	39750	41300	42500	43300	43850	44250	44500	44650
LOWER QUARTILE	34000	35800	37200	38250	38950	39350	39500	39500	39200
LOWER DECILE	30050	31400	32600	33650	34500	35050	35350	35300	33950
MEAN	37850	39750	41200	42300	43050	43550	43850	44100	44200
TOTAL NUMBER	763	994	701	686	707	702	768	990	970
OVER $88000	0	0	1	0	1	0	1	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

- ▪▪▪▪▪▪▪▪▪ **Upper Decile**
- — — — **Upper Quartile**
- ━━━━ **Median**
- — — — **Lower Quartile**
- ▪▪▪▪▪▪▪▪▪ **Lower Decile**

MECHANICAL INDUSTRIES
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26800	28500	30250	32050	33850	35700	37550	39350	41100
UPPER QUARTILE	25200	26550	27900	29300	30650	32050	33400	34700	36000
MEDIAN	23250	24250	25250	26250	27250	28200	29150	30100	31000
LOWER QUARTILE	21100	21750	22350	23000	23650	24300	24950	25650	26350
LOWER DECILE	20150	20600	21050	21550	22000	22500	22950	23450	23900
MEAN	23400	24450	25500	26550	27600	28700	29750	30800	31850
TOTAL NUMBER	12	38	68	62	29	53	36	57	50
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

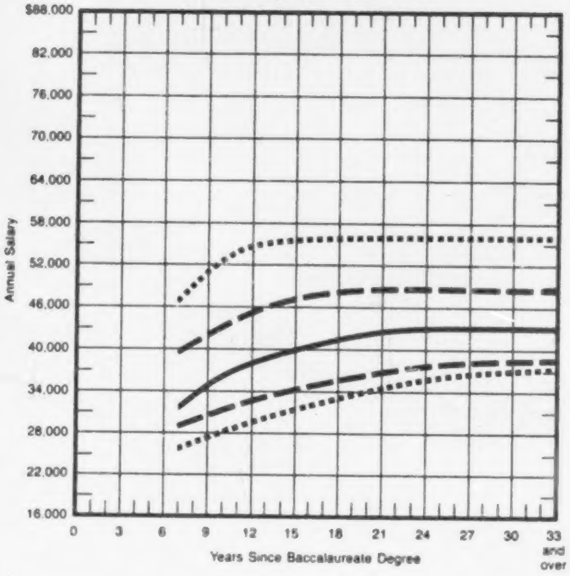
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44500	48800	52000	54000	55000	55150	54900	54250	53350
UPPER QUARTILE	38400	41450	43850	45500	46550	47100	47350	47400	47300
MEDIAN	32700	35000	36950	38450	39650	40500	41150	41650	42050
LOWER QUARTILE	27700	29750	31700	33450	34950	36100	36850	37150	35950
LOWER DECILE	24900	26300	27650	28900	30000	30900	31550	31950	31350
MEAN	33850	36550	38800	40600	41800	42600	42950	43100	42900
TOTAL NUMBER	146	111	95	99	86	52	67	65	97
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

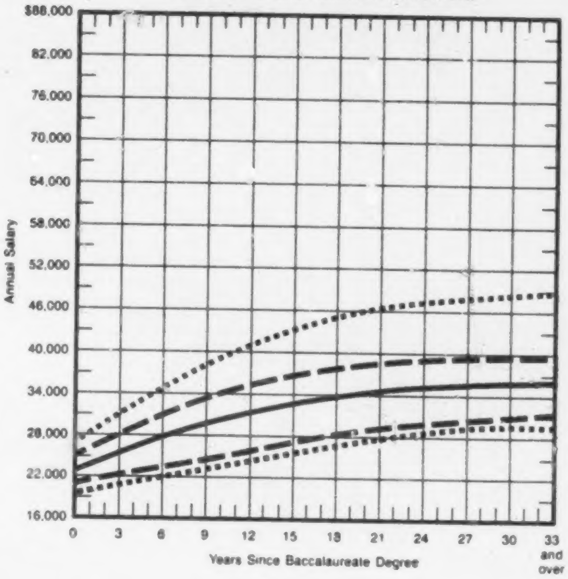
┅┅┅┅┅ Upper Decile
— — — — — Upper Quartile
━━━━━ Median
— — — — — Lower Quartile
┅┅┅┅┅ Lower Decile

MECHANICAL INDUSTRIES

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	46000	0
UPPER QUARTILE	0	0	0	0	0	0	0	38900	0
MEDIAN	0	0	0	0	0	0	0	30800	0
LOWER QUARTILE	0	0	0	0	0	0	0	28200	0
LOWER DECILE	0	0	0	0	0	0	0	25150	0
MEAN	0	0	0	0	0	0	0	33300	0
TOTAL NUMBER	0	0	0	0	0	2	4	5	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54550	56300	56550	56600	56650	56650	56650	56650	56650
UPPER QUARTILE	44750	47150	48050	48400	48550	48600	48600	48600	48600
MEDIAN	36200	39500	41300	42250	42700	42900	43000	43050	43050
LOWER QUARTILE	32950	35650	37050	37750	38050	38200	38250	38250	38250
LOWER DECILE	28100	30650	32700	34250	35350	36100	36650	37000	37250
MEAN	38850	41950	43600	44350	44750	44900	44950	45000	45000
TOTAL NUMBER	45	70	46	67	60	32	56	39	52
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

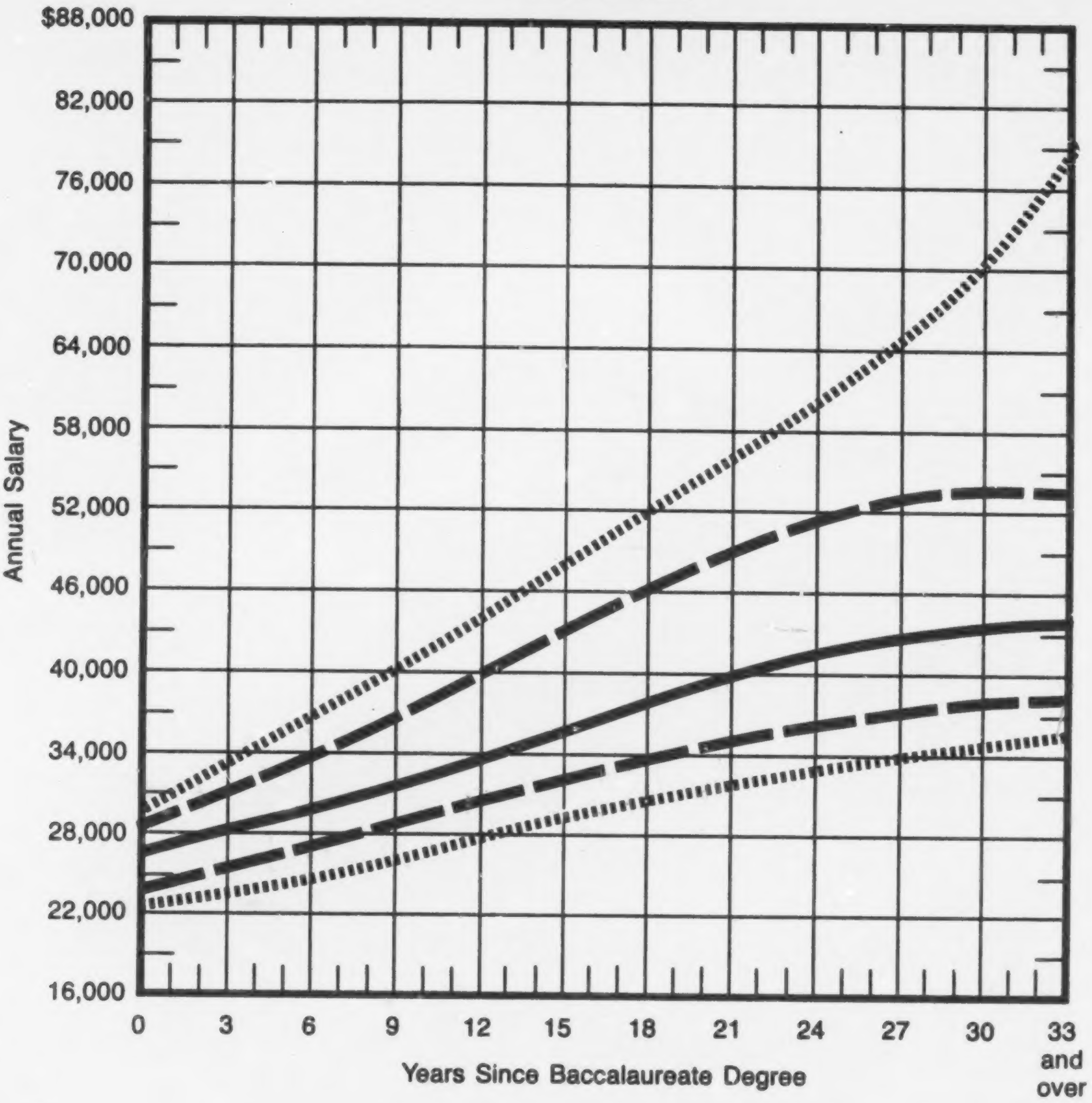
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27700	29100	30450	31850	33150	34450	35650	36850	37950
UPPER QUARTILE	25650	26950	28150	29300	30400	31400	32350	33200	34000
MEDIAN	23650	24500	25300	26100	26900	27600	28300	29000	29600
LOWER QUARTILE	21650	22150	22650	23200	23700	24150	24650	25100	25550
LOWER DECILE	20500	20900	21250	21650	22050	22450	22800	23200	23600
MEAN	23950	24800	25650	26500	27300	28100	28850	29550	30200
TOTAL NUMBER	12	38	68	61	28	30	32	52	48
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40000	42600	44600	46100	47150	47850	48300	48650	48750
UPPER QUARTILE	35350	36950	38050	38800	39300	39600	39750	39900	39950
MEDIAN	30800	32200	33350	34200	34850	35300	35600	35850	36000
LOWER QUARTILE	26350	27500	28450	29250	29950	30450	30900	31250	31600
LOWER DECILE	24350	25450	26450	27350	28100	28700	29100	29300	28750
MEAN	31450	33050	34350	35350	36100	36650	37000	37300	37450
TOTAL NUMBER	101	41	48	31	26	20	11	26	45
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

- ▪▪▪▪▪▪▪▪▪ **Upper Decile**
- — — — **Upper Quartile**
- ▬▬▬ **Median**
- — — — **Lower Quartile**
- ▪▪▪▪▪▪▪▪▪ **Lower Decile**

ALL METAL INDUSTRIES
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30300	31350	32400	33450	34600	35750	36900	38100	39350
UPPER QUARTILE	29000	29850	30700	31600	32500	33450	34400	35350	36350
MEDIAN	27450	28050	28650	29300	29900	30550	31150	31800	32450
LOWER QUARTILE	24700	25200	25700	26200	26750	27250	27800	28300	28850
LOWER DECILE	23150	23650	24100	24550	25000	25450	25950	26400	26850
MEAN	27200	27850	28500	29200	29900	30600	31300	32050	32750
TOTAL NUMBER	89	76	53	55	74	106	95	147	69
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

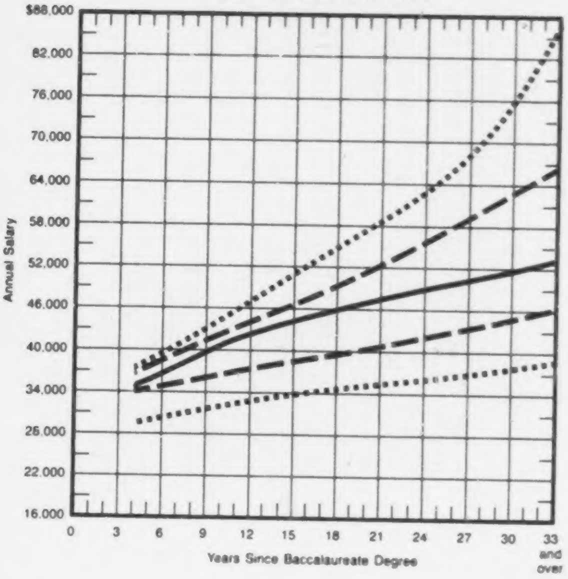
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41900	45900	50100	54450	58850	63200	67400	72500	79300
UPPER QUARTILE	38300	41350	44300	47100	49650	51750	53350	54550	54000
MEDIAN	33700	35650	37500	39250	40800	42150	43250	44100	44000
LOWER QUARTILE	29900	31450	32950	34350	35600	36650	37500	38150	38050
LOWER DECILE	27700	29000	30200	31350	32350	33300	34100	35000	36050
MEAN	34250	36550	38850	41100	43250	45150	46800	48400	49250
TOTAL NUMBER	409	281	204	246	111	206	119	152	300
OVER $88000	0	0	0	0	0	0	0	16	29
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

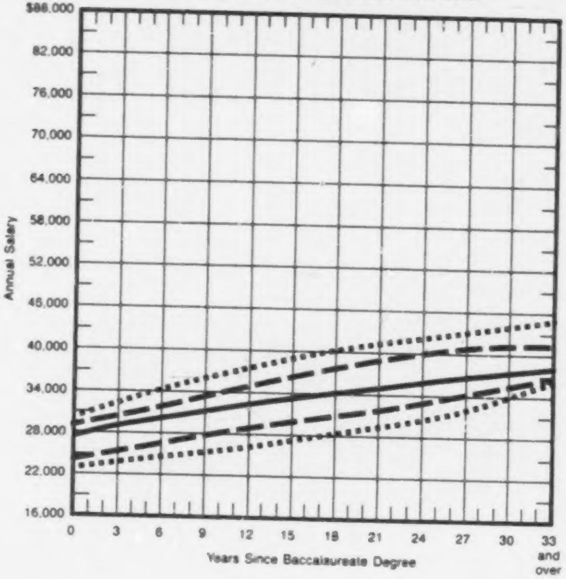
▮▮▮▮▮▮▮▮▮▮▮▮ Upper Decile
— — — — — Upper Quartile
▬▬▬▬▬▬ Median
— — — — — Lower Quartile
▮▮▮▮▮▮▮▮▮▮▮▮ Lower Decile

ALL METAL INDUSTRIES

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	38450	39400	40350	41350	42350
UPPER QUARTILE	0	0	0	0	37350	38300	39200	40150	41100
MEDIAN	0	0	0	0	34900	35750	36550	37350	38150
LOWER QUARTILE	0	0	0	0	34000	34400	34800	35250	35650
LOWER DECILE	0	0	0	0	30650	31100	31500	31900	32350
MEAN	0	0	0	0	35650	36250	36900	37600	38250
TOTAL NUMBER	0	0	2	2	5	15	19	23	26
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44500	47950	51650	55700	60100	64750	69750	76750	89550
UPPER QUARTILE	43050	45950	48850	51700	54450	57050	59450	62300	65900
MEDIAN	39750	42000	44150	46050	47800	49300	50550	51900	53250
LOWER QUARTILE	36450	37700	38900	40050	41150	42250	43250	44450	46100
LOWER DECILE	33150	34300	35400	36400	37250	37950	38500	38950	38900
MEAN	39600	41700	43850	46050	48250	50400	52500	55150	59000
TOTAL NUMBER	120	151	70	162	49	116	77	95	153
OVER $88000	0	0	0	0	0	0	0	16	29
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

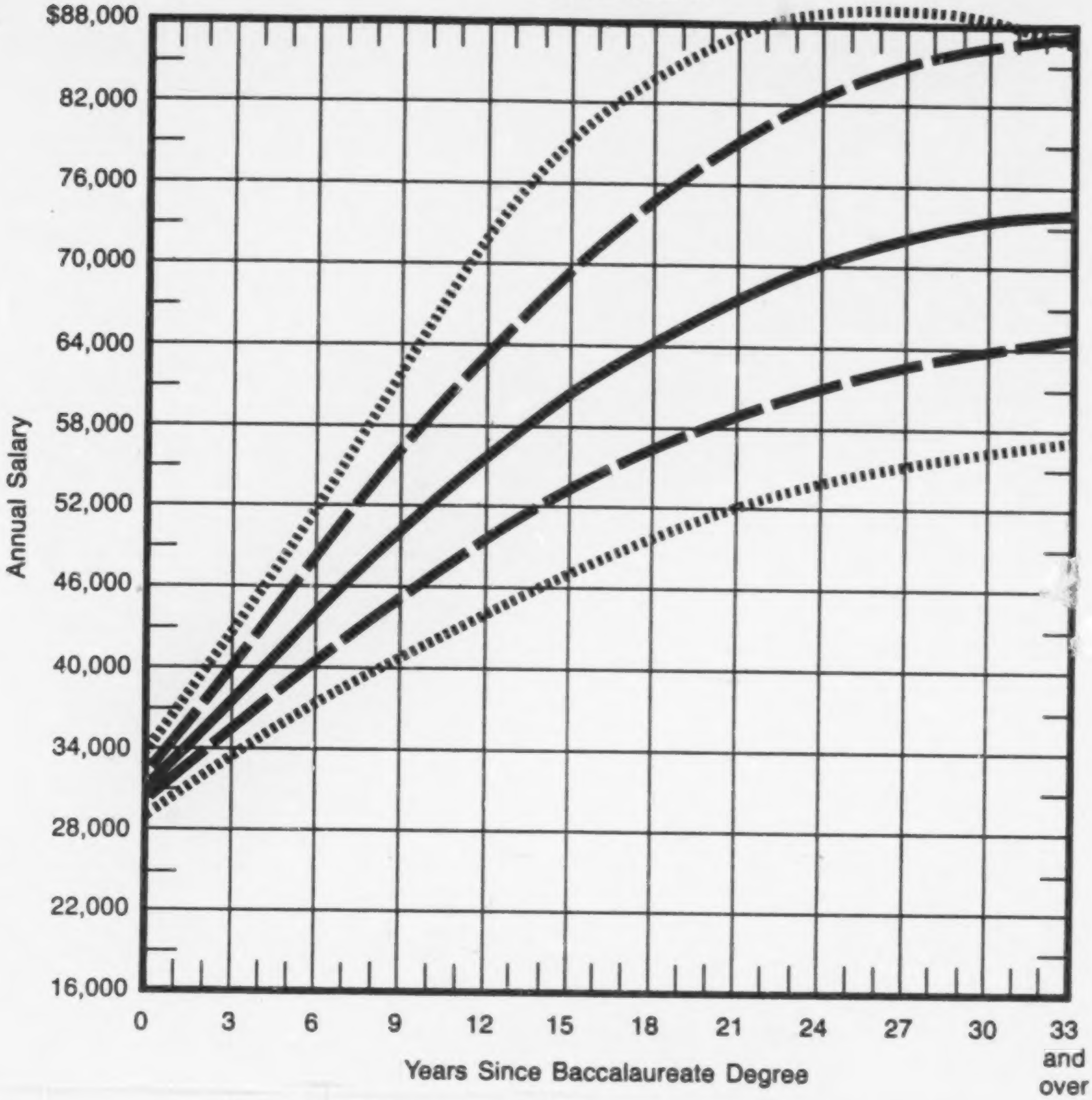
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	31100	31850	32600	33350	34050	34750	35450	36100
UPPER QUARTILE	29400	29900	30400	30900	31450	31950	32450	32950	33450
MEDIAN	28000	28350	28650	29000	29350	29650	30000	30350	30700
LOWER QUARTILE	24900	25300	25700	26100	26500	26900	27300	27700	28050
LOWER DECILE	24050	24200	24400	24550	24750	24950	25100	25300	25500
MEAN	27500	27900	28350	28750	29150	29600	30000	30400	30800
TOTAL NUMBER	89	76	51	52	68	90	75	123	42
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	37400	39200	40700	42000	43000	43750	44250	44600	44750
UPPER QUARTILE	34400	35800	37100	38300	39300	40100	40700	41050	40600
MEDIAN	31350	32300	33250	34200	35050	35900	36650	37500	38600
LOWER QUARTILE	28850	29950	31000	32050	33000	33850	34650	35550	36700
LOWER DECILE	25950	26600	27350	28150	29050	30000	31100	32700	36150
MEAN	31650	32850	34000	35100	36100	36950	37750	38500	39100
TOTAL NUMBER	288	130	133	83	61	89	42	57	147
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

- ▪▪▪▪▪▪▪▪▪ **Upper Decile**
- — — — **Upper Quartile**
- ▬▬▬ **Median**
- — — — **Lower Quartile**
- ▪▪▪▪▪▪▪▪▪ **Lower Decile**

PETROLEUM
ALL ENGINEERS



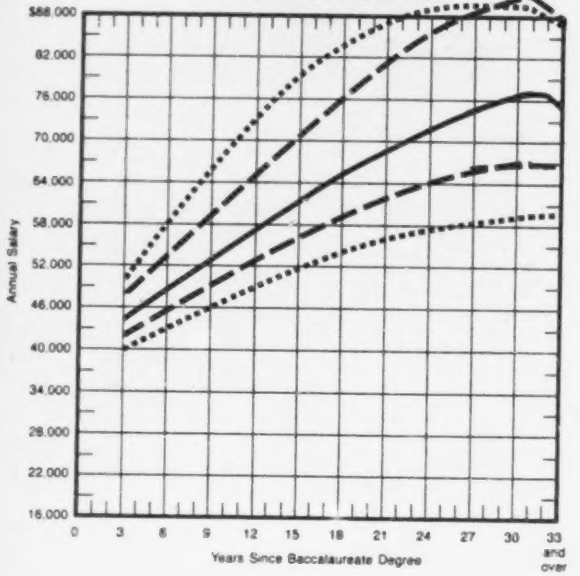
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33700	36400	39250	42250	45400	48650	51950	55350	58700
UPPER QUARTILE	32600	35050	37550	40150	42800	45500	48200	50900	53550
MEDIAN	31500	33500	35550	37600	39700	41800	43900	46000	48000
LOWER QUARTILE	30450	32100	33800	35500	37200	38900	40600	42250	43900
LOWER DECILE	29800	31100	32400	33700	35000	36300	37550	38800	40050
MEAN	31700	33800	35950	38150	40400	42600	44850	47000	49150
TOTAL NUMBER	23	108	169	104	70	67	63	46	40
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	65300	74250	81250	85800	88250	89000	88850	88000	86900
UPPER QUARTILE	58750	65950	72100	77050	80850	83550	85400	86800	87500
MEDIAN	51950	57350	61950	65700	68600	70700	72150	73300	73900
LOWER QUARTILE	47050	51300	54950	57950	60300	62050	63250	64250	64850
LOWER DECILE	42400	45650	48500	50850	52800	54300	55400	56400	57100
MEAN	53300	58850	63550	67250	70100	72100	73450	74500	75050
TOTAL NUMBER	87	64	64	29	34	43	30	62	69
OVER $88000	0	2	5	2	6	13	9	20	18
UNDER $17000	0	0	0	0	0	0	0	0	0

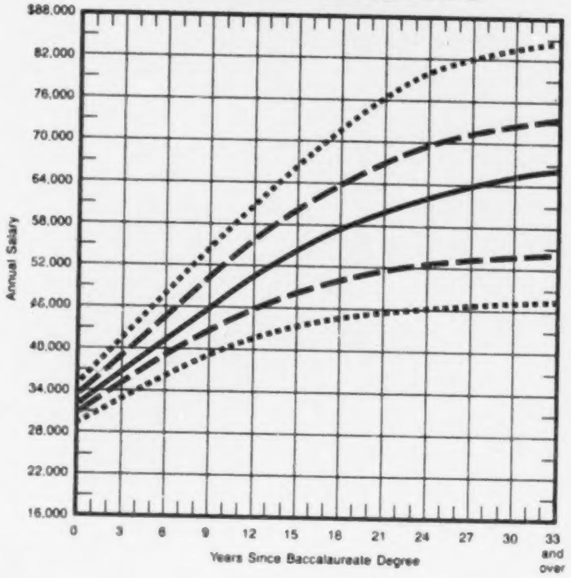
LEGEND

▪▪▪▪▪▪▪▪▪▪▪▪▪▪▪ Upper Decile
— — — — — Upper Quartile
━━━━━━━━ Median
— — — — — Lower Quartile
▪▪▪▪▪▪▪▪▪▪▪▪▪▪▪ Lower Decile

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE H.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	50250	52850	55450	58150	60800	63450
UPPER QUARTILE	0	0	0	48150	49900	51700	53500	55400	57300
MEDIAN	0	0	0	44700	45950	47250	48550	49850	51200
LOWER QUARTILE	0	0	0	42050	43150	44300	45400	46550	47750
LOWER DECILE	0	0	0	39400	40600	41800	42950	44050	45150
MEAN	0	0	0	45200	46700	48300	49850	51450	53050
TOTAL NUMBER	0	3	3	8	13	12	33	30	16
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	68650	75750	81650	85900	88500	89700	89750	88900	86900
UPPER QUARTILE	61150	67100	72900	78350	83000	86650	89000	90100	87200
MEDIAN	54000	58200	62450	66500	70150	73300	75650	77250	75500
LOWER QUARTILE	50050	53550	56900	60000	62700	64900	66450	67450	66400
LOWER DECILE	47200	50050	52450	54500	56150	57400	58350	59250	59850
MEAN	56250	60900	65250	69100	72300	74650	76200	77050	76350
TOTAL NUMBER	51	46	50	21	23	39	24	57	56
OVER $88000	0	1	5	2	6	13	8	19	17
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

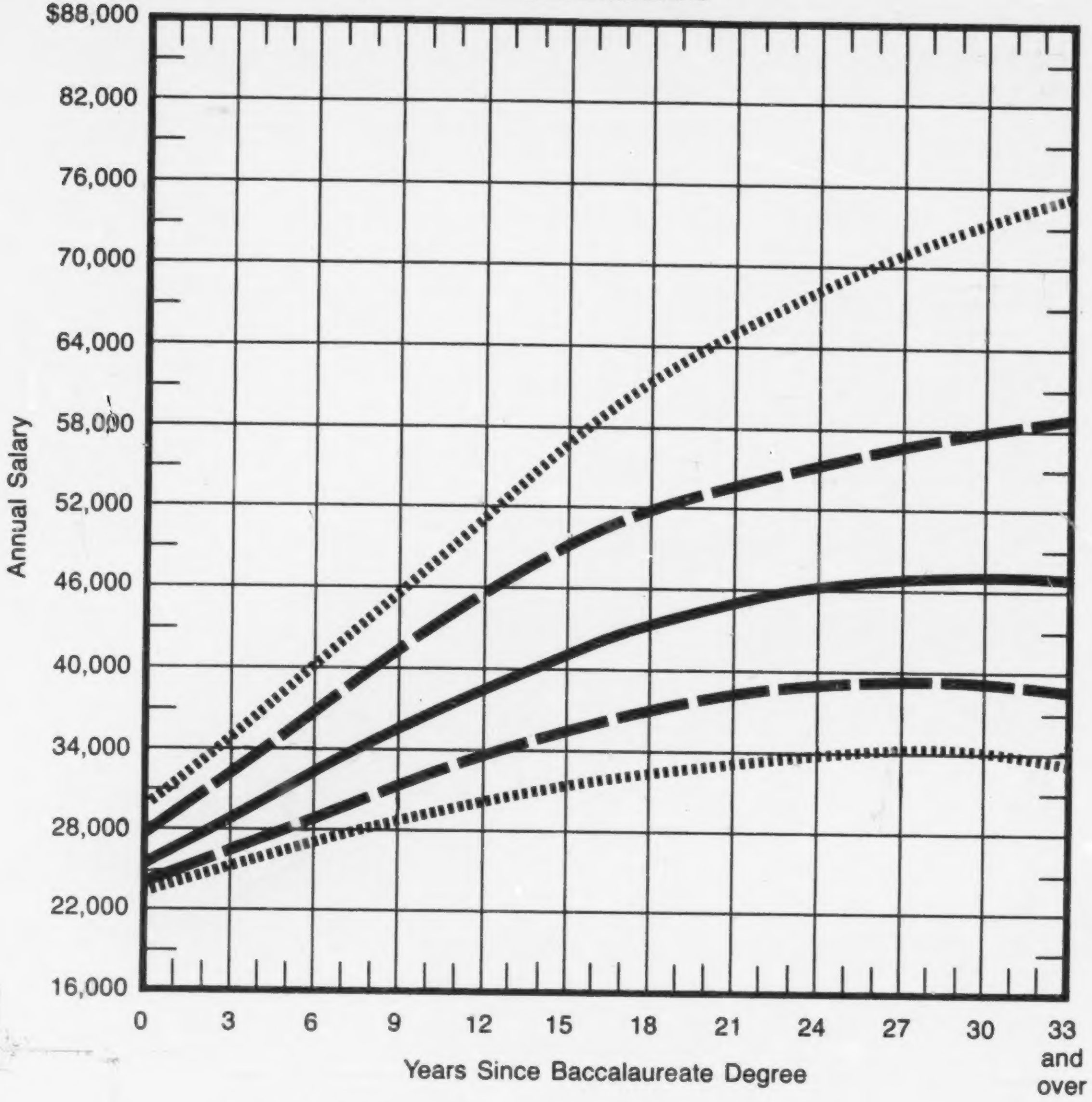
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34550	36650	38800	41000	43250	45500	47750	50050	52300
UPPER QUARTILE	33500	35350	37200	39100	41000	42900	44800	46700	48550
MEDIAN	32050	33650	35250	36900	38550	40150	41750	43350	44900
LOWER QUARTILE	30750	32150	33550	34950	36350	37650	38950	40200	41400
LOWER DECILE	29650	30950	32150	33350	34500	35600	36650	37600	38550
MEAN	32050	33700	35400	37100	38750	40450	42100	43750	45350
TOTAL NUMBER	23	105	166	96	57	55	30	16	24
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56800	63100	68800	73600	77450	0	82350	83900	84750
UPPER QUARTILE	52100	57050	61350	64950	67800	0	71450	72700	73450
MEDIAN	47900	52050	55650	58650	61050	0	64200	65300	66000
LOWER QUARTILE	43650	46500	48850	50700	52050	0	53700	54250	54500
LOWER DECILE	40200	42250	43850	45000	45800	0	46750	47000	47150
MEAN	48400	52600	56150	59100	61400	0	64350	65350	65900
TOTAL NUMBER	36	18	14	8	11	4	6	5	13
OVER $88000	0	1	0	0	0	0	1	1	1
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┅┅┅ Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
┅┅┅ Lower Decile

OTHER MANUFACTURING
ALL ENGINEERS



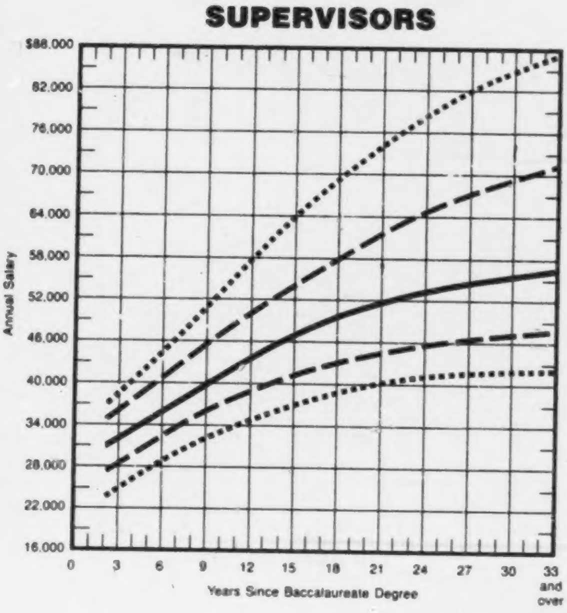
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29600	31250	33000	34800	36600	38450	40350	42250	44150
UPPER QUARTILE	27750	29150	30550	32000	33400	34850	36300	37750	39200
MEDIAN	25700	26800	27950	29050	30200	31350	32500	33600	34750
LOWER QUARTILE	24400	25250	26050	26900	27700	28550	29350	30200	31000
LOWER DECILE	23850	24350	24850	25400	25900	26450	26950	27500	28000
MEAN	26200	27350	28500	29650	30800	32000	33200	34400	35550
TOTAL NUMBER	171	227	284	269	247	189	157	162	144
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

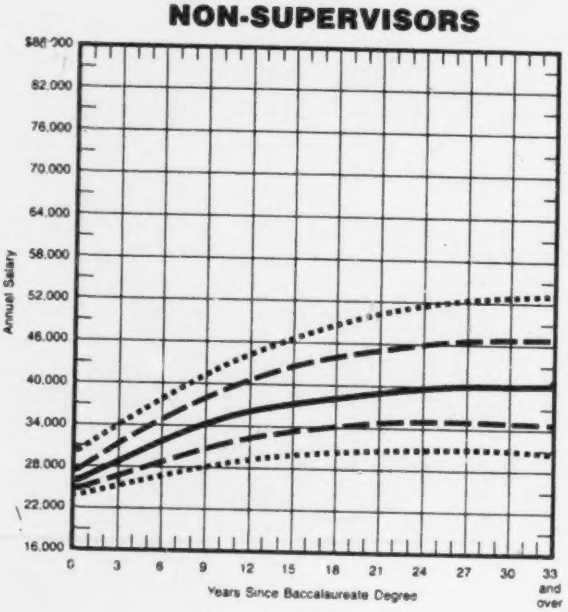
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47950	53400	58450	62850	66550	69450	71700	73700	75200
UPPER QUARTILE	41950	45800	49200	51950	54150	55800	57000	58000	58750
MEDIAN	36900	39850	42350	44300	45700	46550	47000	47050	46650
LOWER QUARTILE	32550	34650	36450	37850	38800	39350	39550	39350	38450
LOWER DECILE	29000	30450	31750	32850	33700	34250	34500	34350	32650
MEAN	37900	41150	44000	46350	48150	49400	50150	50600	50600
TOTAL NUMBER	461	398	388	360	325	341	204	266	421
OVER $88000	0	2	5	6	8	9	10	14	24
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮▮▮▮▮▮▮	**Upper Decile**
— — — — —	**Upper Quartile**
━━━━━━	**Median**
– – – – – –	**Lower Quartile**
▮▮▮▮▮▮▮▮▮▮▮▮▮▮	**Lower Decile**

OTHER MANUFACTURING





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	36650	38600	40650	42700	44800	46950	49100
UPPER QUARTILE	0	0	34100	35650	37200	38800	40400	42050	43650
MEDIAN	0	0	31000	32350	33650	35000	36300	37600	38900
LOWER QUARTILE	0	0	27700	28850	30050	31200	32300	33450	34500
LOWER DECILE	0	0	23600	24900	26250	27500	28750	29900	31050
MEAN	0	0	31150	32600	34050	35500	36950	38350	39800
TOTAL NUMBER	3	3	28	31	34	30	38	44	31
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53450	59800	65850	71200	75850	79600	82550	85250	87400
UPPER QUARTILE	46850	51450	55750	59550	62750	65400	67500	69450	71050
MEDIAN	41350	44750	47700	50150	52100	53600	54750	55700	56450
LOWER QUARTILE	36550	39250	41550	43400	44850	45900	46650	47300	47700
LOWER DECILE	33100	35700	37650	39100	40100	40750	41200	41500	41600
MEAN	42550	46400	49850	52750	55050	56850	58200	59400	60300
TOTAL NUMBER	161	183	193	184	175	181	98	134	206
OVER $88000	0	2	5	5	8	8	9	14	24
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

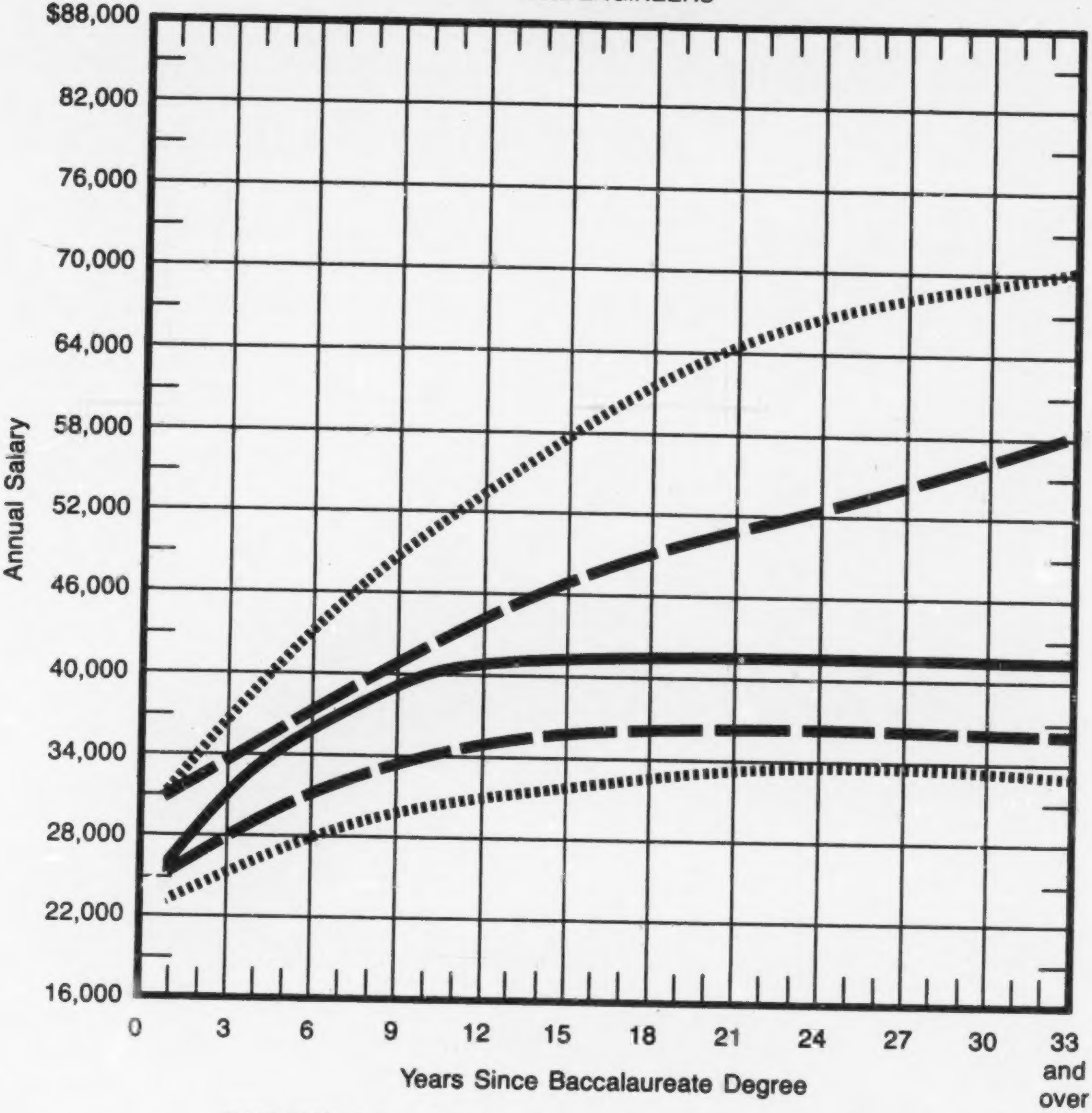
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29700	31200	32650	34100	35500	36850	38150	39450	40650
UPPER QUARTILE	27750	29000	30250	31450	32700	33850	35000	36100	37150
MEDIAN	25650	26700	27750	28800	29800	30800	31750	32600	33450
LOWER QUARTILE	24600	25350	26000	26700	27400	28050	28700	29350	29950
LOWER DECILE	24100	24500	24900	25300	25700	26100	26450	26850	27200
MEAN	26250	27250	28250	29200	30200	31100	32000	32900	33700
TOTAL NUMBER	168	224	256	238	213	159	119	118	113
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42850	45700	47950	49700	50950	51800	52350	52800	53000
UPPER QUARTILE	39100	41500	43350	44650	45500	46000	46250	46400	46450
MEDIAN	35000	36850	38200	39100	39650	39950	40100	40150	40100
LOWER QUARTILE	31050	32550	33700	34550	35100	35350	35350	35150	34550
LOWER DECILE	27900	28850	29650	30300	30800	31150	31300	31200	30400
MEAN	35250	37200	38700	39800	40550	41000	41250	41400	41450
TOTAL NUMBER	300	215	195	176	150	160	106	132	215
OVER $88000	0	0	0	1	0	1	1	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮▮	Upper Decile
— — —	Upper Quartile
▬▬▬	Median
— — —	Lower Quartile
▮▮▮▮▮▮▮▮▮	Lower Decile

AUTO & RAILROAD EQUIPMENT
ALL ENGINEERS



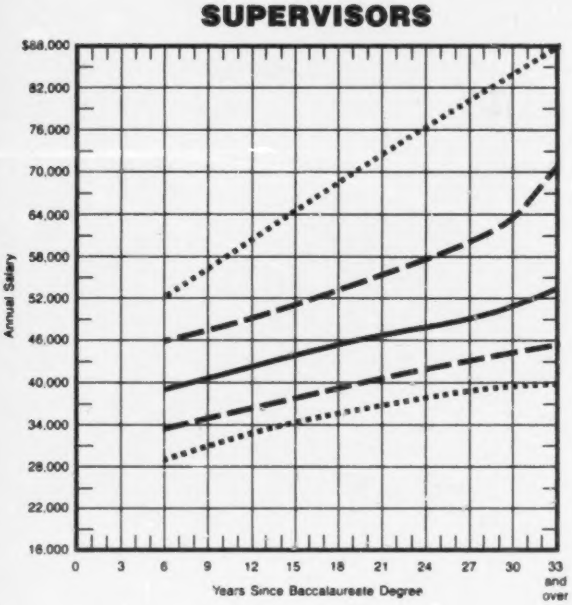
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	31850	33900	35950	38050	40150	42200	44250	46250
UPPER QUARTILE	0	31850	33050	34200	35400	36600	37750	38900	40050
MEDIAN	0	26400	29200	31700	33800	35550	36950	38050	38950
LOWER QUARTILE	0	25400	26900	28250	29450	30550	31500	32300	33050
LOWER DECILE	0	23300	24200	25050	25900	26700	27500	28200	28850
MEAN	0	28850	30250	31600	32950	34200	35450	36600	37700
TOTAL NUMBER	2	5	12	15	12	12	17	11	13
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

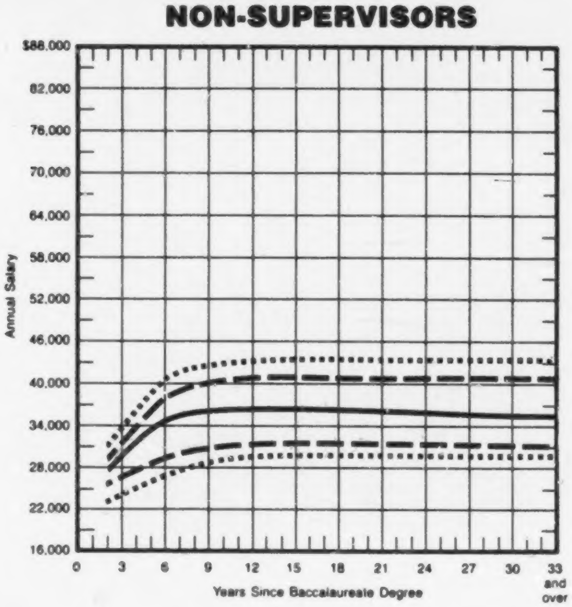
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50100	55300	59650	63050	65600	67400	68650	69650	70200
UPPER QUARTILE	42300	45400	48250	50750	52800	54550	55850	57150	58200
MEDIAN	40150	41100	41500	41700	41800	41800	41800	41800	41800
LOWER QUARTILE	34150	35250	35850	36200	36400	36500	36550	36550	36600
LOWER DECILE	30050	31400	32300	32850	33100	33150	33100	33000	32850
MEAN	39750	42250	44150	45550	46550	47200	47650	48000	48150
TOTAL NUMBER	22	30	29	26	11	17	13	12	34
OVER $88000	0	0	1	1	0	1	1	1	3
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮ **Upper Decile**
— — — — **Upper Quartile**
━━━━ **Median**
— — — — **Lower Quartile**
▮▮▮▮▮▮▮▮ **Lower Decile**

AUTO & RAILROAD EQUIPMENT





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	52250	0	0
UPPER QUARTILE	0	0	0	0	0	0	46000	0	0
MEDIAN	0	0	0	0	0	0	39650	0	0
LOWER QUARTILE	0	0	0	0	0	0	33250	0	0
LOWER DECILE	0	0	0	0	0	0	28450	0	0
MEAN	0	0	0	0	0	0	39950	0	0
TOTAL NUMBER	1	1	0	1	0	4	7	1	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57200	61150	65150	69250	73300	77200	80800	84950	89500
UPPER QUARTILE	48500	50500	52550	54650	56850	59150	61500	64700	70500
MEDIAN	41650	43100	44600	46050	47450	48800	50100	51650	53900
LOWER QUARTILE	36050	37900	39500	40900	42050	43000	43750	44450	45050
LOWER DECILE	31200	33150	34950	36550	37850	38850	39500	39850	39150
MEAN	43050	45350	47550	49600	51550	53300	54850	56600	58700
TOTAL NUMBER	14	16	14	17	7	10	7	6	22
OVER $88000	0	0	1	1	0	1	1	1	3
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

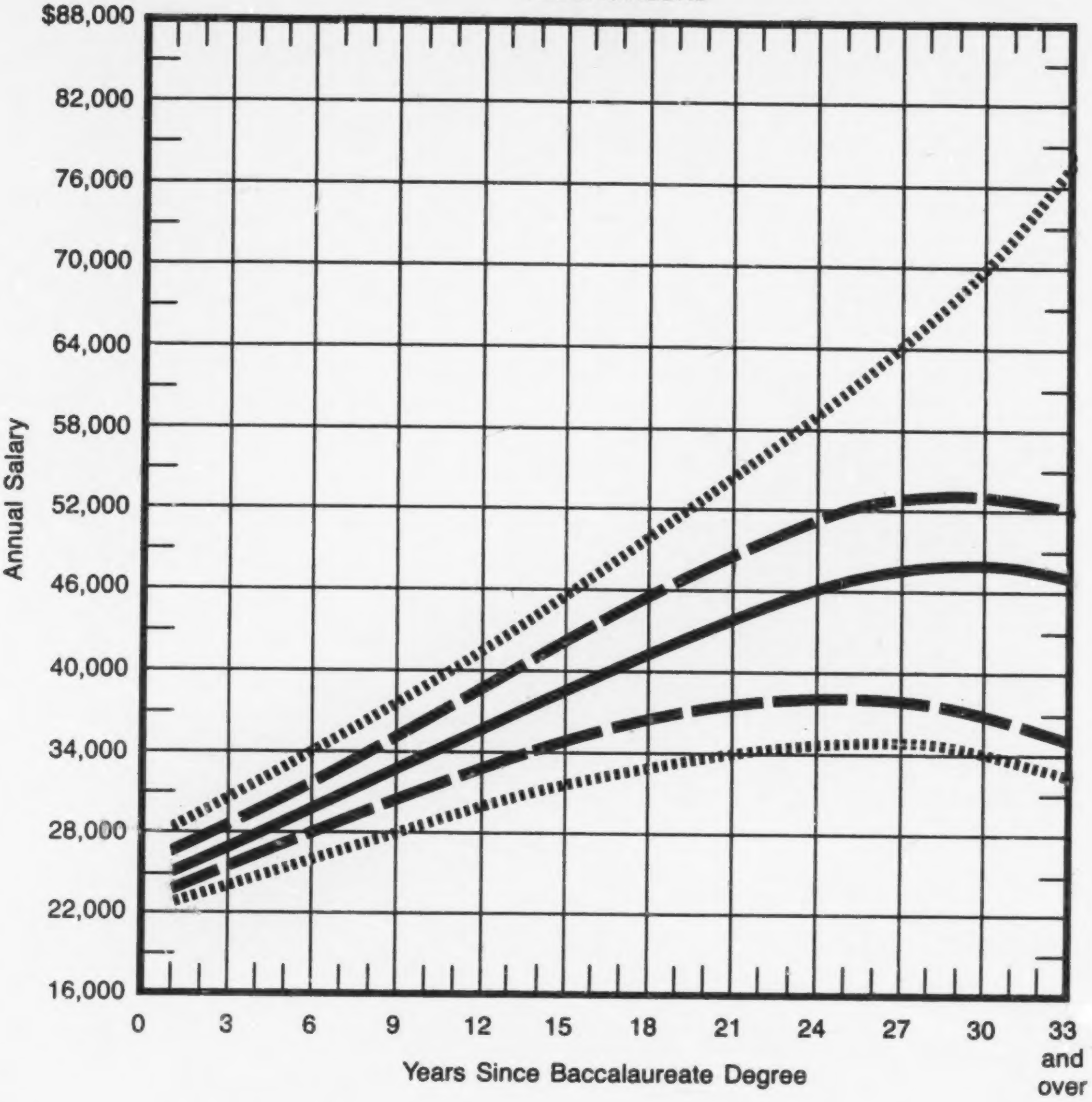
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	30300	35450	38950	41050	42300	43000	43400
UPPER QUARTILE	0	0	29250	34400	37500	39100	39800	40050	40150
MEDIAN	0	0	27800	32050	34900	36450	37200	37350	37300
LOWER QUARTILE	0	0	25900	27800	29350	30600	31500	32150	32550
LOWER DECILE	0	0	23450	24650	25700	26700	27550	28300	28900
MEAN	0	0	27700	30850	33200	34750	35750	36300	36550
TOTAL NUMBER	1	4	12	14	12	8	10	10	11
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43800	43950	44000	44000	0	44000	44000	44000	44000
UPPER QUARTILE	40150	40100	40050	40050	0	40050	40050	40050	40050
MEDIAN	36900	36400	36200	36100	0	36050	36050	36050	36050
LOWER QUARTILE	32950	32900	32700	32500	0	32300	32250	32250	32250
LOWER DECILE	29800	30550	30750	30750	0	30500	30400	30350	30300
MEAN	36700	36600	36450	36400	0	36350	36350	36350	36350
TOTAL NUMBER	8	14	15	9	4	7	6	6	12
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

········ Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
········ Lower Decile

CERAMIC PRODUCTS
ALL ENGINEERS



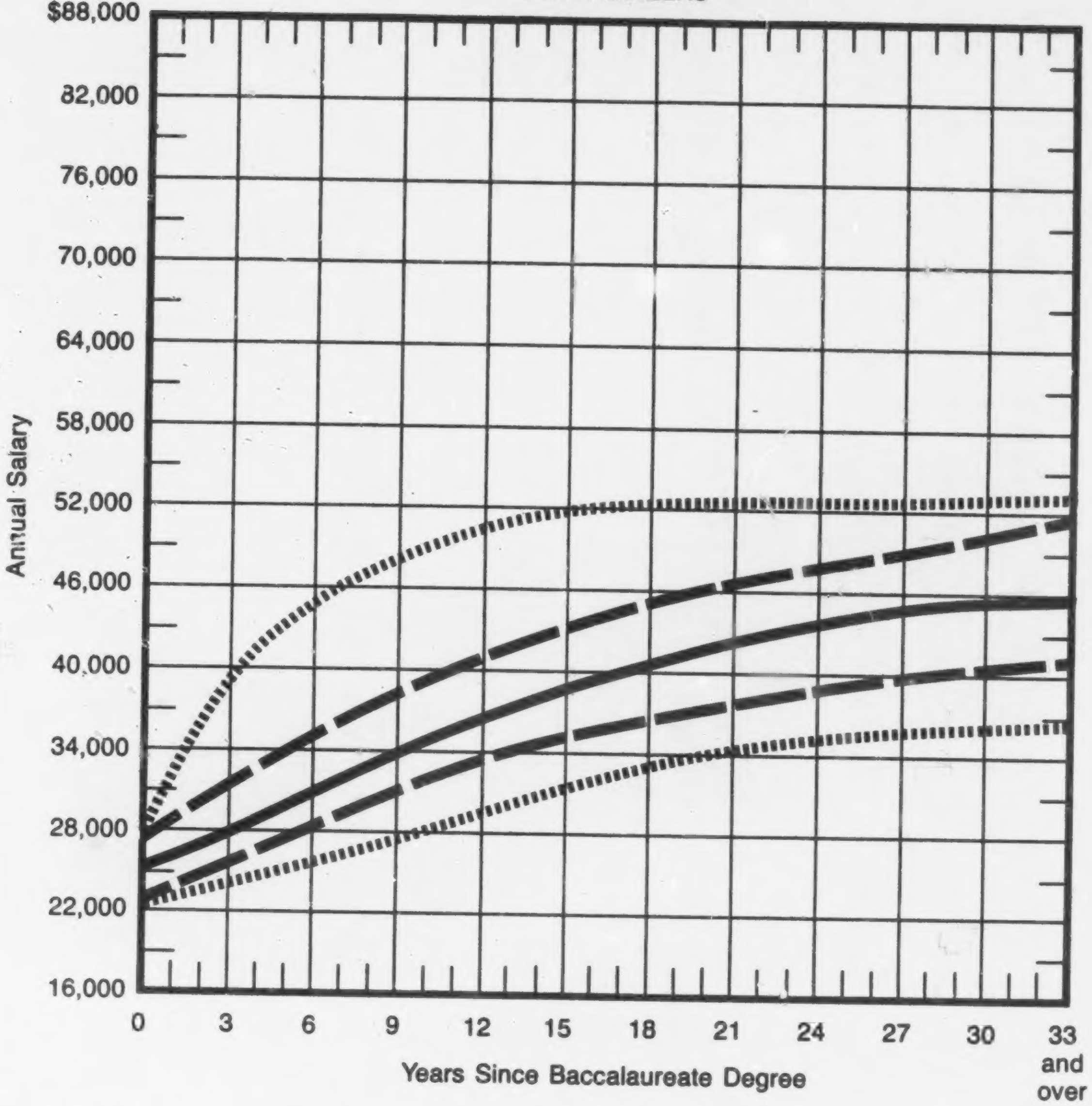
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	28400	0	30550	31650	32850	34050	35300	0
UPPER QUARTILE	0	26950	0	29000	30050	31150	32250	33400	0
MEDIAN	0	26050	0	27700	28550	29400	30250	31150	0
LOWER QUARTILE	0	24350	0	25750	26500	27200	27950	28700	0
LOWER DECILE	0	23200	0	24400	25050	25650	26300	26900	0
MEAN	0	25950	0	27600	28450	29350	30250	31200	0
TOTAL NUMBER	0	5	1	6	11	9	8	11	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39250	43500	48000	52650	57300	61900	66300	71500	78150
UPPER QUARTILE	36900	40400	43750	46850	49400	51350	52600	53150	51900
MEDIAN	33900	36650	39400	41950	44200	46050	47350	48150	47000
LOWER QUARTILE	30950	33100	35100	36750	38000	38700	38850	38050	34550
LOWER DECILE	28800	30550	32100	33400	34350	34850	34900	34200	31350
MEAN	34050	37050	40000	42850	45350	47400	48750	49300	46750
TOTAL NUMBER	33	17	19	17	30	20	11	11	10
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮▮▮▮▮ **Upper Decile**
— — — — — **Upper Quartile**
━━━━━━━━ **Median**
— — — — — **Lower Quartile**
▮▮▮▮▮▮▮▮▮▮▮▮ **Lower Decile**

FOOD PRODUCTS
ALL ENGINEERS



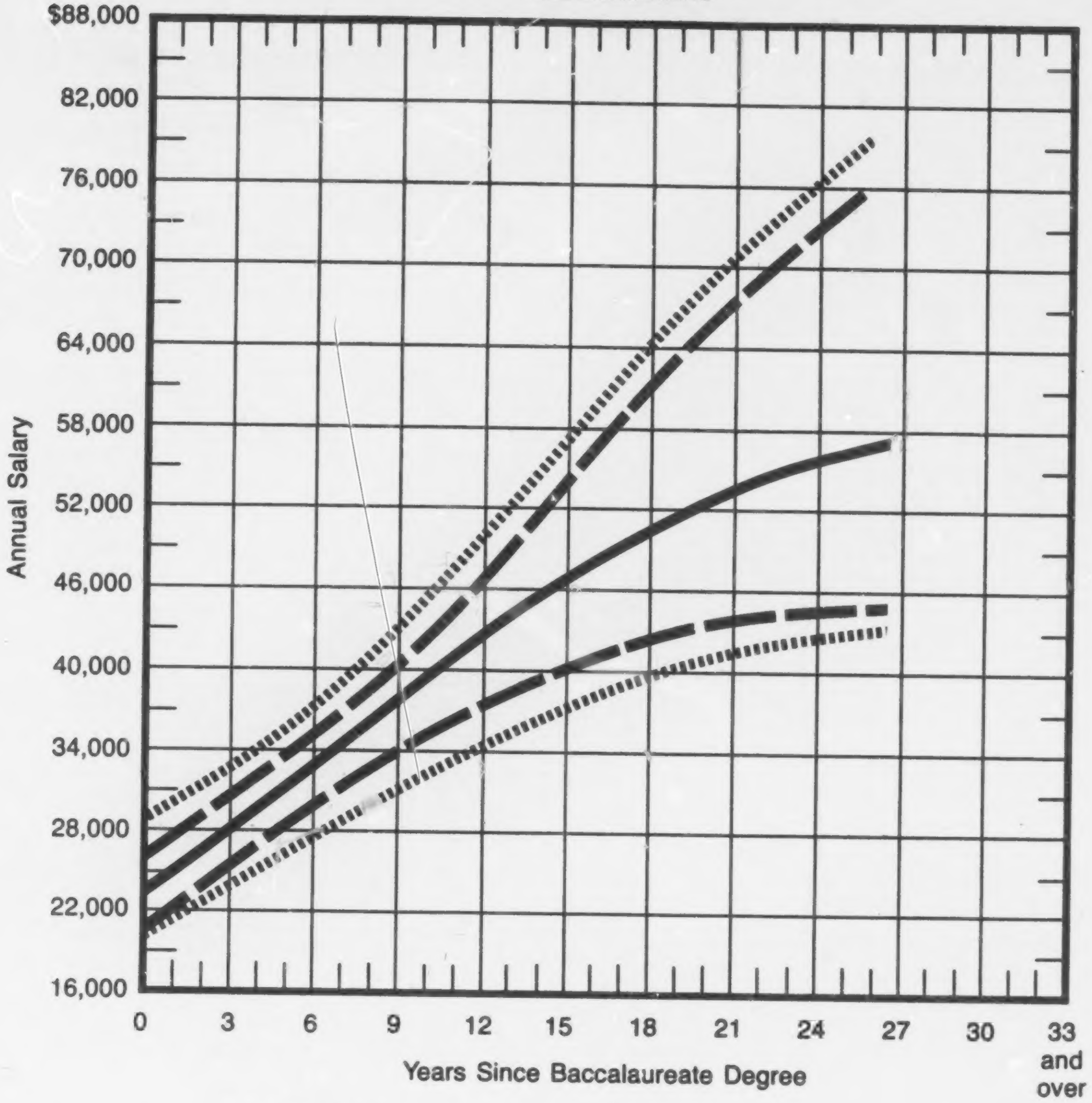
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28750	32200	35450	38400	40950	43200	45050	46600	0
UPPER QUARTILE	27050	28350	29650	30950	32250	33550	34800	36000	0
MEDIAN	25400	26450	27500	28550	29600	30600	31650	32600	0
LOWER QUARTILE	23850	24700	25600	26450	27300	28150	28950	29750	0
LOWER DECILE	22150	22850	23550	24250	24950	25600	26300	26950	0
MEAN	25850	27000	28200	29350	30500	31600	32700	33750	0
TOTAL NUMBER	16	11	6	6	8	10	5	7	3
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49700	51300	52050	52400	52600	52650	52650	52700	52700
UPPER QUARTILE	39400	42400	44950	46950	48550	49700	50550	51200	51650
MEDIAN	35400	37850	39900	41650	43000	44050	44800	45450	45950
LOWER QUARTILE	32000	34050	35750	37200	38350	39250	39950	40550	41000
LOWER DECILE	28750	30450	31850	33700	34100	34900	35550	36100	36550
MEAN	36700	39250	41350	43000	44300	45250	45900	46450	46750
TOTAL NUMBER	22	17	16	11	12	11	16	12	36
OVER $88000	0	0	0	0	1	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮▮▮	**Upper Decile**
— — — — —	**Upper Quartile**
▬▬▬▬▬	**Median**
— — — — —	**Lower Quartile**
▮▮▮▮▮▮▮▮▮▮	**Lower Decile**

LUMBER & WOOD PRODUCTS
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	29050	30500	32000	33650	35350	37150	39050	41050
UPPER QUARTILE	0	26500	27850	29300	30850	32500	34250	36100	38050
MEDIAN	0	24750	26100	27550	29000	30550	32150	33800	35500
LOWER QUARTILE	0	21350	22900	24550	26200	27900	29550	31250	32850
LOWER DECILE	0	21300	22500	23700	24950	26200	27450	28750	30000
MEAN	0	24950	26250	27600	29000	30500	32050	33650	35350
TOTAL NUMBER	3	6	20	21	17	7	34	25	23
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

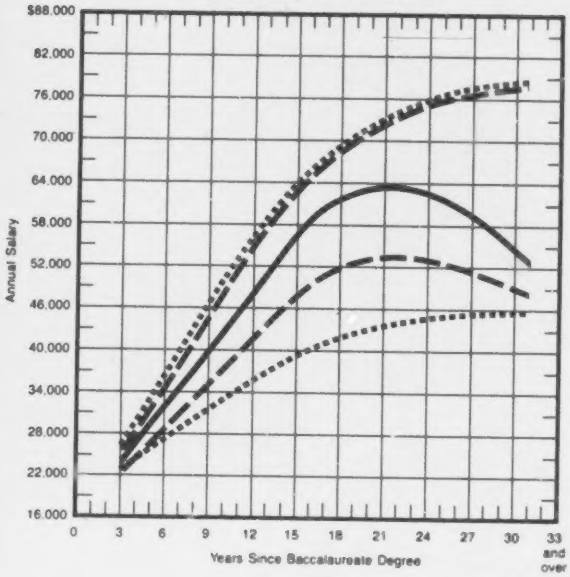
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45300	52450	60200	67900	74700	79300	0	0	0
UPPER QUARTILE	42250	49350	57100	64900	71600	75950	0	0	0
MEDIAN	38950	44000	48500	51950	53900	54250	0	0	0
LOWER QUARTILE	35850	39650	42350	43950	44700	44900	0	0	0
LOWER DECILE	32500	35950	38850	41000	42400	43100	0	0	0
MEAN	38850	44450	49[illegible]50	54900	58600	60550	0	0	0
TOTAL NUMBER	53	25	25	13	6	13	2	2	3
OVER $88000	0	0	0	0	0	0	0	5	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

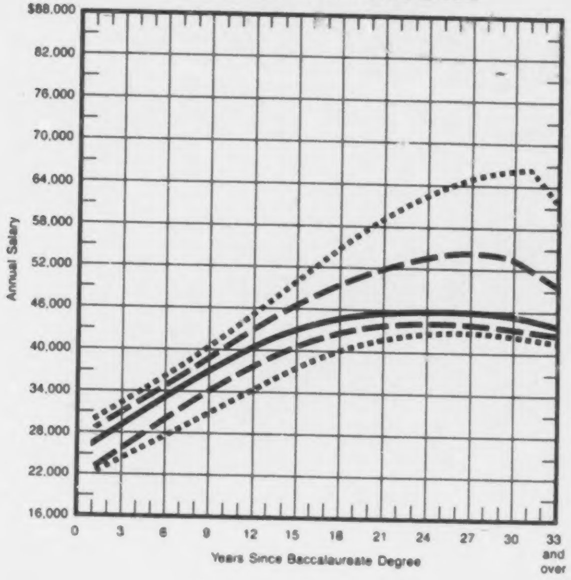
▮▮▮▮▮▮▮▮ Upper Decile
— — — — Upper Quartile
━━━━━━ Median
— — — — Lower Quartile
▮▮▮▮▮▮▮▮ Lower Decile

LUMBER & WOOD PRODUCTS

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	26000	29150	0	36000	39550	43100
UPPER QUARTILE	0	0	0	25400	28350	0	34650	37950	41250
MEDIAN	0	0	0	24550	26700	0	31500	34200	36950
LOWER QUARTILE	0	0	0	22950	24800	0	28950	31150	33400
LOWER DECILE	0	0	0	22350	23950	0	27150	28750	30350
MEAN	0	0	0	24300	26850	0	32250	35000	37750
TOTAL NUMBER	0	0	4	8	5	1	13	9	8
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50050	59300	66550	71650	0	76900	0	78550	0
UPPER QUARTILE	47900	57050	64500	70050	0	76200	0	78350	0
MEDIAN	42850	51750	59150	63400	0	61650	0	52450	0
LOWER QUARTILE	38000	44600	49800	52800	0	52700	0	48150	0
LOWER DECILE	33350	37300	40350	42550	0	44800	0	45550	0
MEAN	43000	49950	55350	59200	0	63300	0	64700	0
TOTAL NUMBER	5	14	11	8	2	9	1	20	3
OVER $88000	0	0	0	0	0	0	0	5	0
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

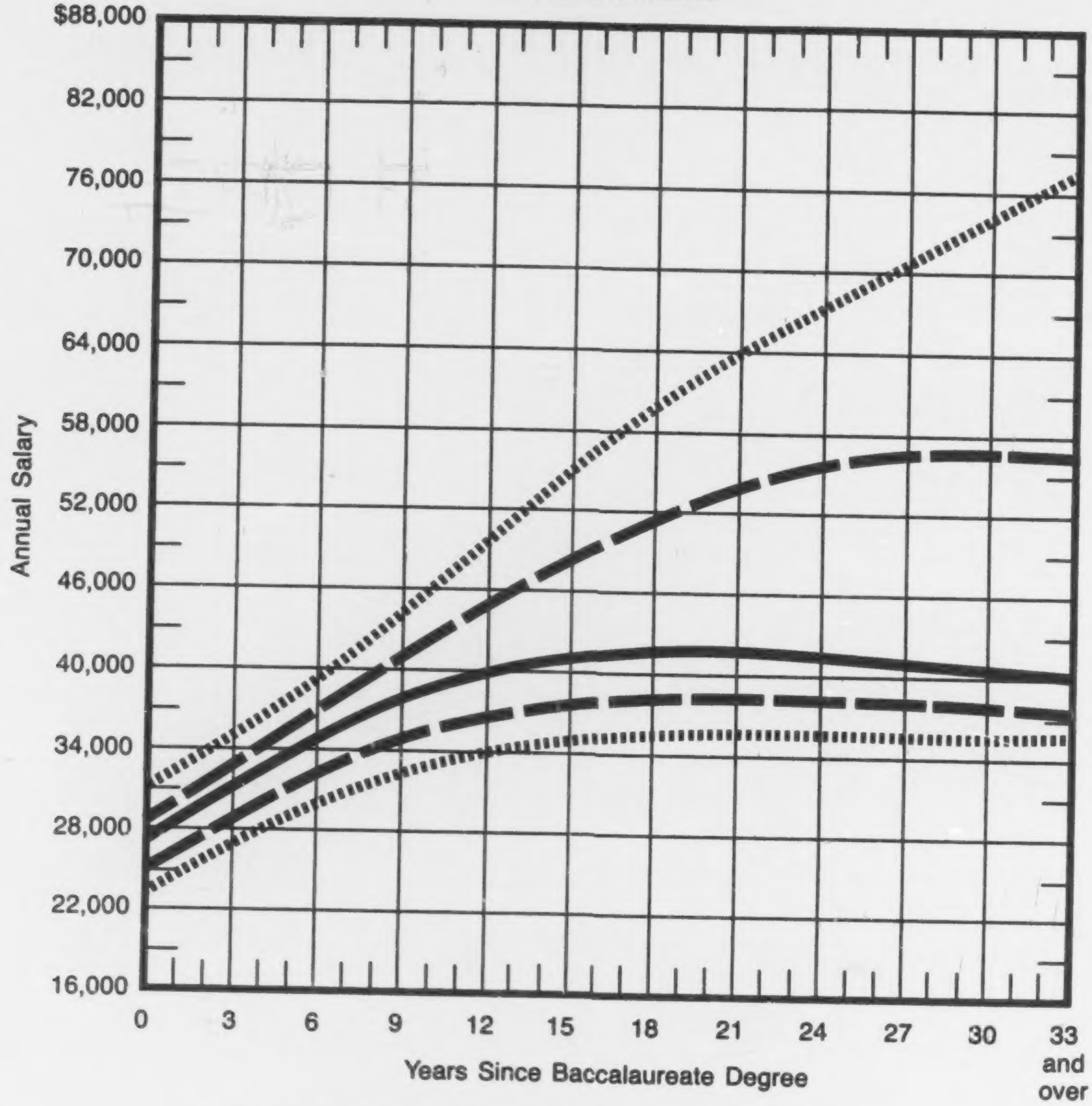
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	30100	31250	32450	33700	35000	36300	37700	39100
UPPER QUARTILE	0	28350	29550	30750	32000	33300	34600	35950	37300
MEDIAN	0	26000	27300	28650	30000	31350	32750	34100	35400
LOWER QUARTILE	0	22600	24100	25600	27100	28650	30150	31600	33050
LOWER DECILE	0	21950	23050	24150	25300	26450	27650	28850	30000
MEAN	0	26150	27350	28550	29800	31050	32350	33650	35000
TOTAL NUMBER	3	6	15	12	11	5	21	16	15
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42100	46800	51700	56450	0	0	0	66450	60350
UPPER QUARTILE	40050	44200	48000	51250	0	0	0	53450	48350
MEDIAN	38000	41350	44000	45700	0	0	0	45300	43650
LOWER QUARTILE	35700	39050	41400	42800	0	0	0	42950	42500
LOWER DECILE	32350	35650	38500	40750	0	0	0	42800	41550
MEAN	37650	41600	45150	48050	0	0	0	50650	47650
TOTAL NUMBER	47	10	14	5	3	4	0	12	10
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮▮ Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
▮▮▮▮▮▮▮▮▮ Lower Decile

PAPER PRODUCTS
ALL ENGINEERS



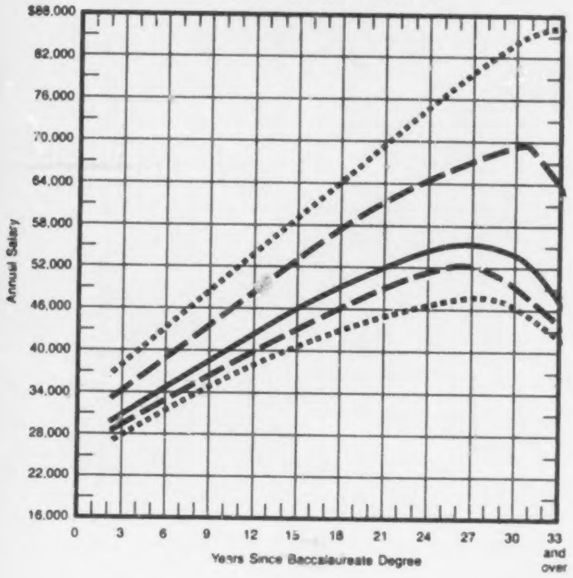
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31050	32550	34050	35600	37200	38800	40450	42150	43800
UPPER QUARTILE	29550	30800	32100	33400	34750	36100	37450	38800	40150
MEDIAN	27000	28550	30050	31550	32950	34250	35450	36550	37500
LOWER QUARTILE	25500	26900	28300	29550	30800	31900	32950	33850	34650
LOWER DECILE	23950	25100	26250	27300	28300	29200	30100	30850	31600
MEAN	27350	28650	30000	31350	32700	34000	35250	36500	37700
TOTAL NUMBER	40	50	80	49	53	53	34	41	38
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47200	52250	57100	61600	65600	69050	71850	74650	77050
UPPER QUARTILE	42800	46550	49850	52500	54500	55800	56500	56700	56200
MEDIAN	39100	40650	41400	41550	41450	41150	40900	40600	40400
LOWER QUARTILE	35950	37250	37900	38150	38150	38100	38000	37900	37850
LOWER DECILE	32800	34150	35000	35500	35750	35900	35950	36000	36000
MEAN	39900	42750	44950	46600	47700	48450	48900	49200	49400
TOTAL NUMBER	166	213	104	179	177	105	66	153	238
OVER $88000	0	1	1	1	3	3	11	6	13
UNDER $17000	0	0	0	0	0	0	0	0	0

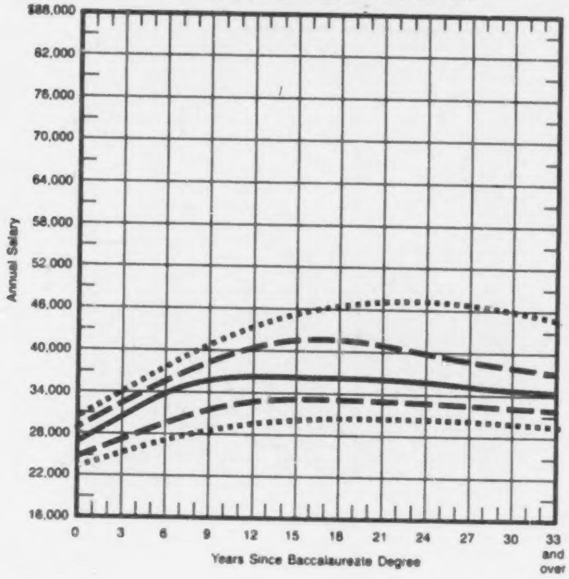
LEGEND

▮▮▮▮▮▮▮▮ Upper Decile
— — — — Upper Quartile
━━━━ Median
— — — — Lower Quartile
▮▮▮▮▮▮▮▮ Lower Decile

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	37650	38950	40350	41800	43250	44800	46400
UPPER QUARTILE	0	0	33250	34500	35750	37050	38450	39850	41300
MEDIAN	0	0	29850	31050	32250	33500	34800	36150	37500
LOWER QUARTILE	0	0	28750	29800	30900	32050	33200	34350	35550
LOWER DECILE	0	0	27950	28850	29750	30700	31650	32600	33600
MEAN	0	0	31550	32700	33900	35150	36400	37700	39050
TOTAL NUMBER	0	0	17	6	15	14	8	12	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49700	55050	60800	66700	72550	77950	82500	86500	85750
UPPER QUARTILE	44300	49050	53950	58700	63000	66400	68550	69000	63300
MEDIAN	40300	44550	48700	52350	55100	56600	56600	54400	46100
LOWER QUARTILE	38000	41700	45300	48450	50900	52300	52500	50950	44200
LOWER DECILE	35550	38500	41300	43750	45750	47000	47500	46750	42300
MEAN	41800	46100	50400	54500	57950	60500	61850	61400	55300
TOTAL NUMBER	67	161	67	142	52	70	40	39	188
OVER $88000	0	1	1	1	3	3	11	6	13
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

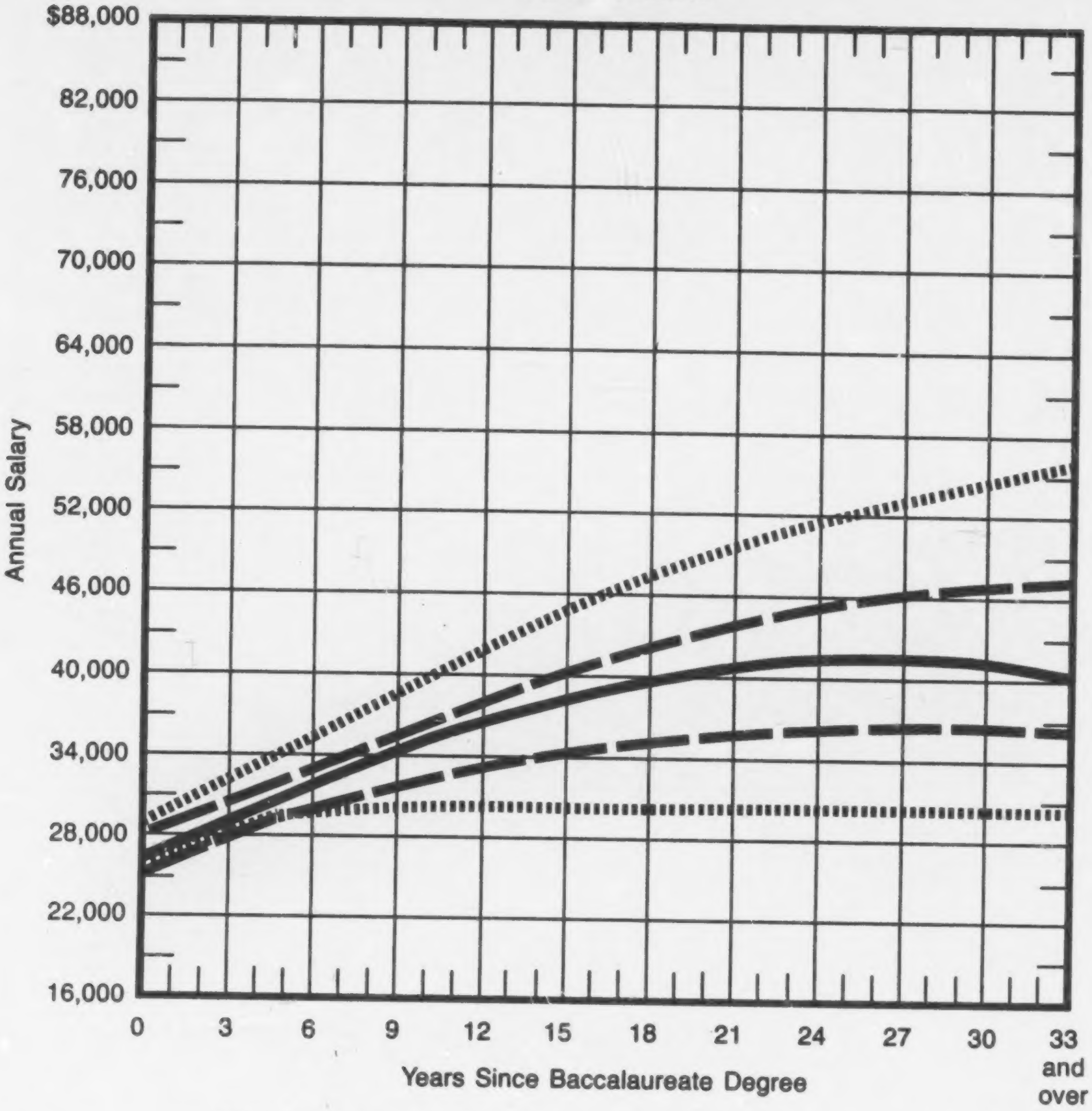
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	31750	33350	34900	36400	37850	39200	40500	41650
UPPER QUARTILE	28650	30300	31900	33450	34800	36100	37200	38200	39000
MEDIAN	26700	28500	30150	31600	32850	33950	34750	35400	35900
LOWER QUARTILE	25600	27050	28350	29500	30500	31350	32000	32550	32950
LOWER DECILE	23850	25000	26000	26900	27700	28350	28950	29400	29800
MEAN	26950	28450	29900	31200	32400	33450	34350	35150	35800
TOTAL NUMBER	40	50	63	43	38	38	26	29	28
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43700	45900	47100	47550	47450	47050	46550	45950	45350
UPPER QUARTILE	40200	41000	41000	40550	39900	39300	38750	38250	37900
MEDIAN	36400	36450	36100	35600	35200	34900	34700	34550	34500
LOWER QUARTILE	33500	33700	33550	33300	33100	32900	32800	32700	32650
LOWER DECILE	30350	30700	30750	30700	30600	30500	30400	30350	30350
MEAN	36700	37400	37550	37450	37250	37050	36900	36800	36750
TOTAL NUMBER	99	52	36	36	125	35	25	114	50
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪ Lower Decile

RUBBER & PLASTIC PRODUCTS
ALL ENGINEERS



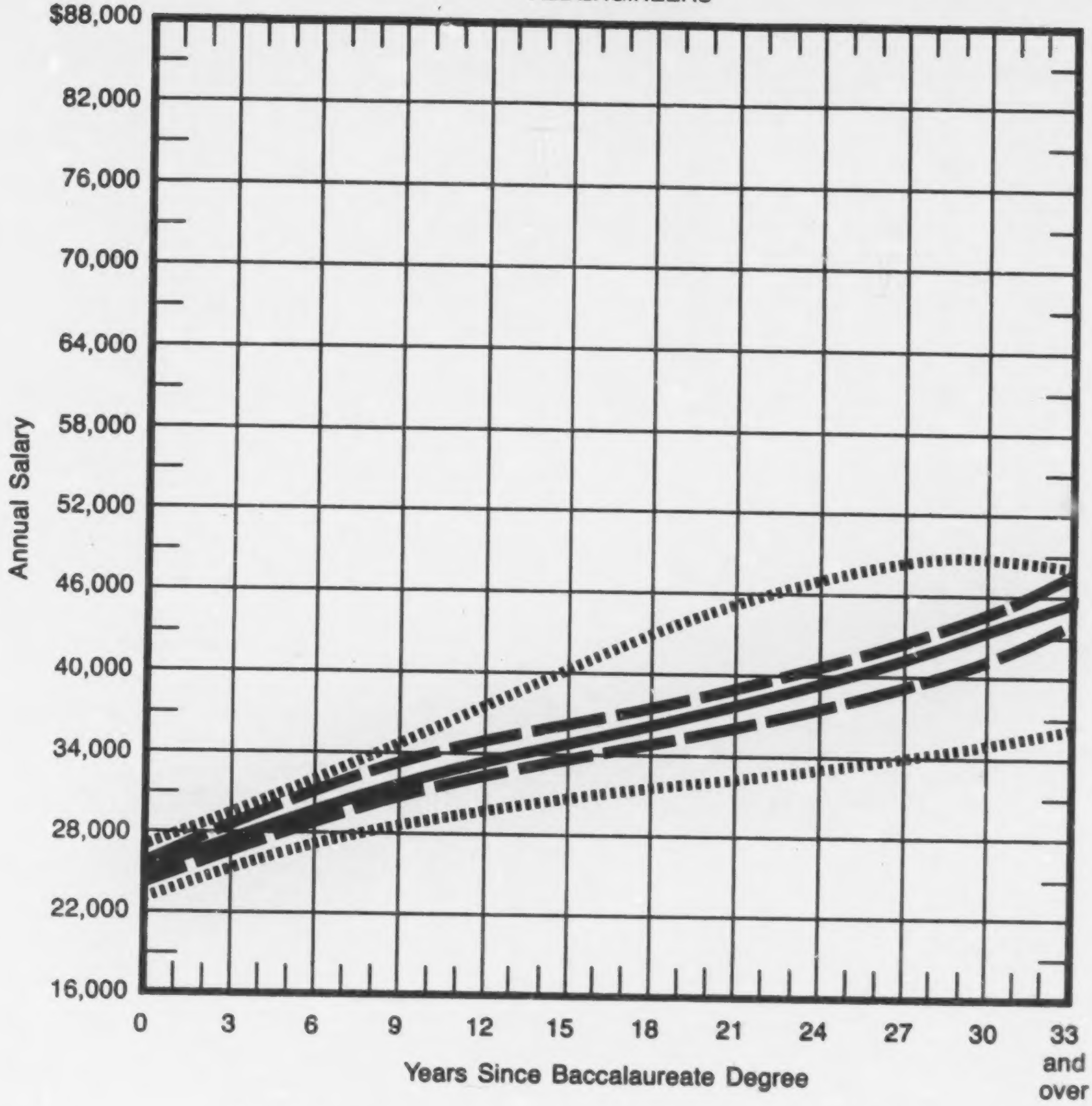
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28900	29950	0	32050	33150	0	35350	36450	37500
UPPER QUARTILE	28100	28950	0	30600	31450	0	33150	34000	34850
MEDIAN	26700	27550	0	29250	30100	0	31750	32550	33350
LOWER QUARTILE	26650	27200	0	28300	28900	0	29950	30500	31000
LOWER DECILE	25250	26850	0	28750	29300	0	29900	30050	30150
MEAN	27300	28150	0	29800	30600	0	32200	33000	33750
TOTAL NUMBER	7	5	0	6	5	0	6	10	5
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39650	42700	45550	48050	50200	52000	53400	0	56000
UPPER QUARTILE	36500	38900	41050	42950	44550	45750	46550	0	47100
MEDIAN	34900	36950	38650	39950	40850	41300	41400	0	40150
LOWER QUARTILE	31950	33300	34450	35400	36150	36600	36850	0	36300
LOWER DECILE	30300	30350	30400	30400	30400	30400	30400	0	30400
MEAN	35200	37150	38800	40100	41100	41750	42200	0	42350
TOTAL NUMBER	11	22	8	11	5	5	9	3	6
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮ **Upper Decile**
— — — — **Upper Quartile**
━━━━ **Median**
— — — — **Lower Quartile**
▮▮▮▮▮▮▮▮ **Lower Decile**

SHIPBUILDING
ALL ENGINEERS



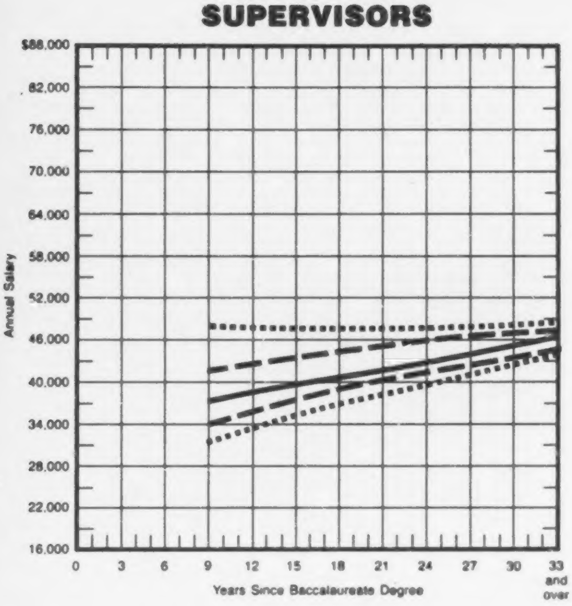
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27050	27900	28800	29700	30600	31500	32450	33350	34300
UPPER QUARTILE	26500	27150	27800	28450	29100	29750	30400	31050	31750
MEDIAN	25600	26150	26750	27400	28000	28600	29200	29850	30450
LOWER QUARTILE	24950	25500	26050	26550	27100	27650	28200	28800	29350
LOWER DECILE	23950	24500	25050	25600	26150	26700	27200	27700	28200
MEAN	25500	26150	26850	27550	28250	28950	29650	30350	31050
TOTAL NUMBER	48	49	47	53	39	23	10	12	12
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

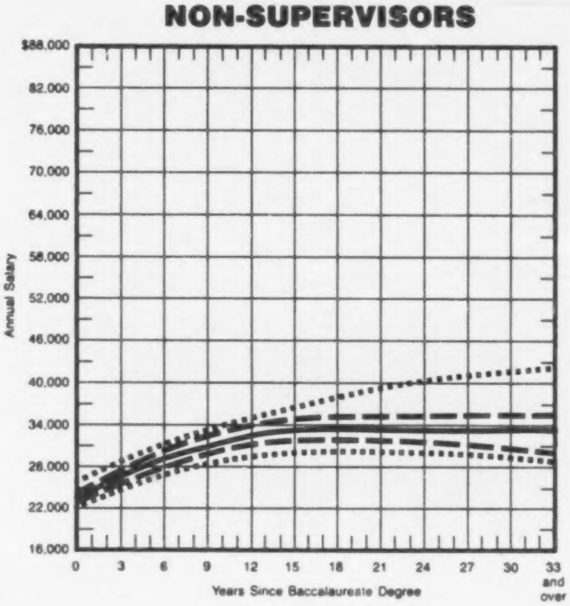
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	36150	38900	41500	43850	45800	47350	48450	49150	48800
UPPER QUARTILE	33100	35100	37050	39000	40850	42550	44100	45900	48000
MEDIAN	31700	33600	35450	37250	38950	40600	42050	43800	45950
LOWER QUARTILE	30450	32150	33850	35500	37150	38650	40100	41800	44100
LOWER DECILE	29200	30550	31800	32900	33800	34600	35250	35950	36550
MEAN	32400	34400	36350	38150	39800	41250	42500	43900	45350
TOTAL NUMBER	183	169	179	41	35	180	28	42	186
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮ **Upper Decile**
— — — — **Upper Quartile**
━━━━ **Median**
- — - — **Lower Quartile**
▮▮▮▮▮▮▮▮ **Lower Decile**

SHIPBUILDING





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	2	3	2	1	1	3	3
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48300	48100	48000	48000	48050	48150	48300	48450	48750
UPPER QUARTILE	41950	43000	44000	44900	45700	46400	46950	47500	47800
MEDIAN	37600	39150	40650	42000	43300	44400	45300	46200	46700
LOWER QUARTILE	34350	36450	38400	40050	41550	42750	43700	44650	45550
LOWER DECILE	32250	34400	36450	38300	39950	41350	42500	43650	44750
MEAN	38750	40200	41600	42900	44050	45100	45950	46800	47350
TOTAL NUMBER	14	11	20	16	16	157	13	21	153
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

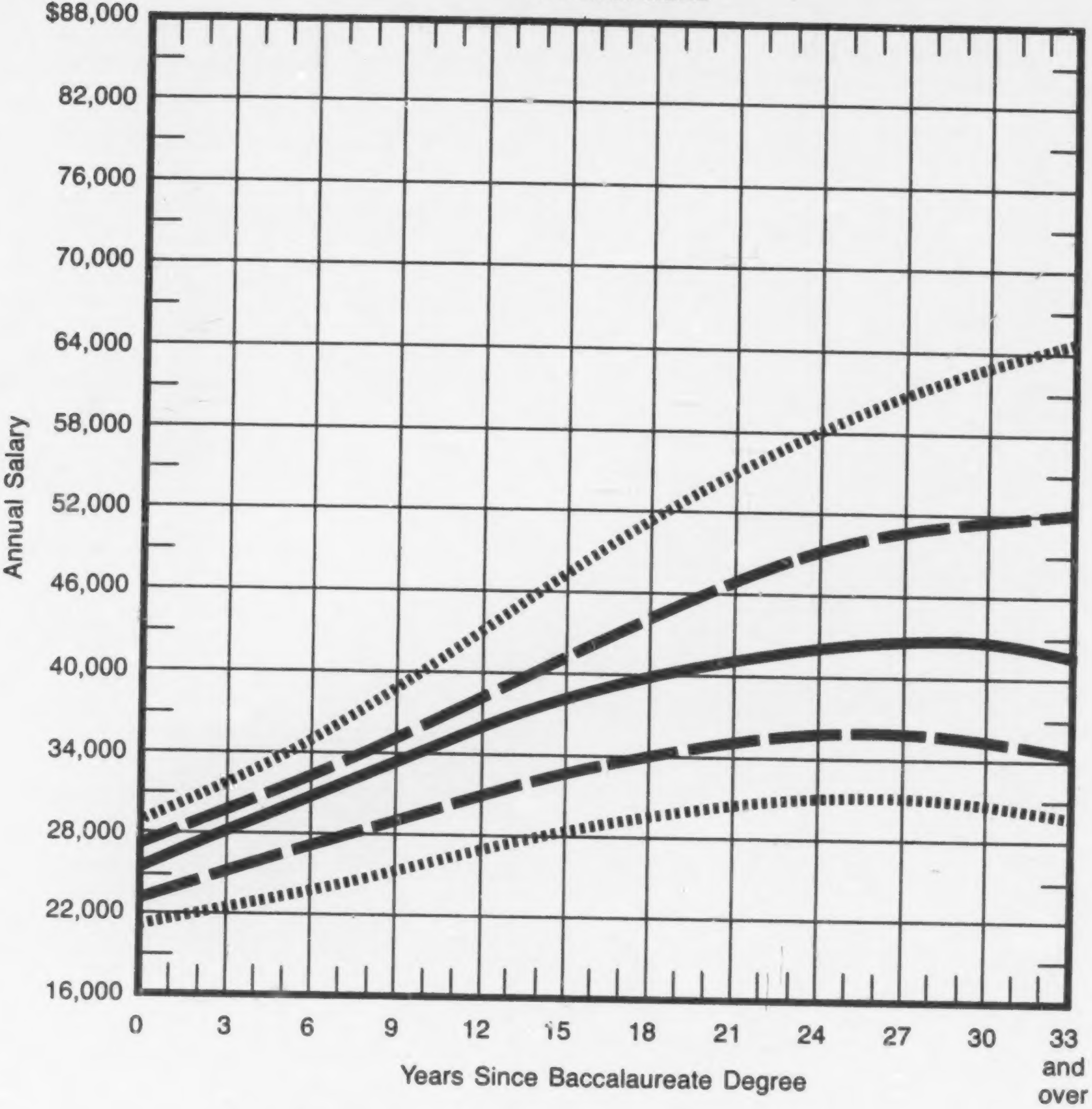
NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26750	27700	28600	29500	30350	31200	32000	32800	33550
UPPER QUARTILE	24900	26350	27650	28850	29950	30900	31750	32450	33100
MEDIAN	23950	25400	26750	28000	29050	30000	30800	31500	32050
LOWER QUARTILE	23250	24650	26000	27200	28300	29250	30000	30650	31150
LOWER DECILE	23150	24200	25150	26050	26850	27600	28200	28750	29200
MEAN	24300	25650	26850	28000	29000	29900	30650	31350	31900
TOTAL NUMBER	48	48	45	50	37	22	9	9	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	34950	36800	38300	39500	40450	41150	41650	42050	42350
UPPER QUARTILE	34050	35050	35600	35900	36100	36200	36250	36250	36250
MEDIAN	32850	33500	33750	33850	33850	33800	33800	33800	33800
LOWER QUARTILE	31850	32150	32050	31700	31350	31100	30900	30750	30650
LOWER DECILE	29850	30300	30250	30000	29600	29200	28900	28550	28350
MEAN	32800	33600	34050	34300	34400	34450	34450	34500	34500
TOTAL NUMBER	169	158	159	25	19	23	15	20	33
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮▮	Upper Decile
— — —	Upper Quartile
━━━━	Median
— — —	Lower Quartile
▮▮▮▮▮▮▮▮▮	Lower Decile

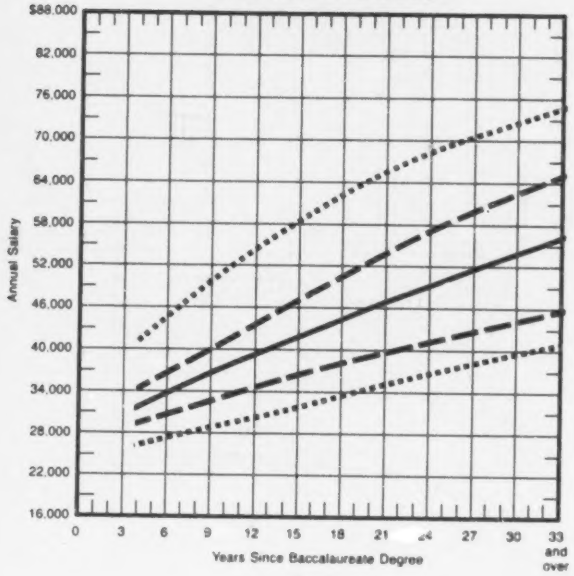
MISCELLANEOUS MANUFACTURING
ALL ENGINEERS



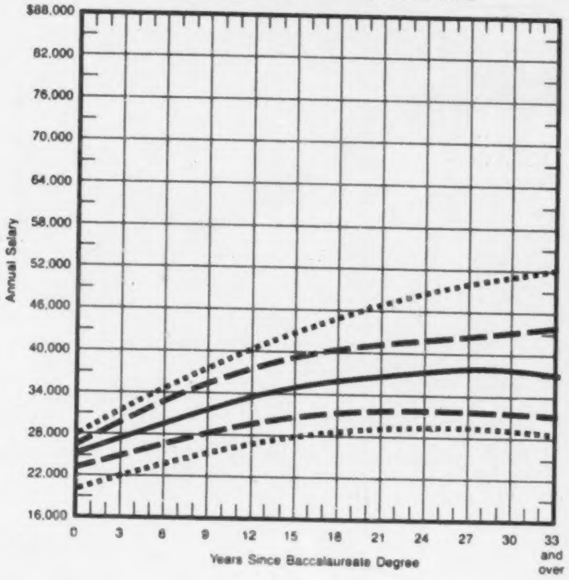
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28700	30000	31300	32600	33950	35350	36700	38100	39500
UPPER QUARTILE	27700	28750	29800	30850	31900	32950	34000	35050	36100
MEDIAN	26100	26900	27700	28500	29300	30100	30900	31700	32500
LOWER QUARTILE	24100	24650	25250	25800	26350	26950	27500	28050	28650
LOWER DECILE	21300	21850	22400	22950	23500	24100	24650	25200	25750
MEAN	26000	26800	27650	28500	29350	30200	31050	31900	32800
TOTAL NUMBER	20	26	44	46	56	35	46	41	27
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42250	46300	50050	53500	56500	59000	61050	63050	64700
UPPER QUARTILE	38100	40950	43600	45900	47850	49450	50700	51800	52650
MEDIAN	34000	36200	38100	39750	41000	41850	42350	42500	41950
LOWER QUARTILE	29750	31400	32900	34200	35250	36000	36400	36350	34700
LOWER DECILE	26850	28350	29700	30800	31600	32050	32150	31750	29950
MEAN	34500	37000	39350	41400	43100	44400	45200	45650	45050
TOTAL NUMBER	103	102	85	124	74	90	41	88	90
OVER $88000	0	0	0	1	0	0	2	1	1
UNDER $17000	0	0	0	0	0	0	0	0	0

MISCELLANEOUS MANUFACTURING



SUPERVISORS



NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	41250	0	44650	46350	0
UPPER QUARTILE	0	0	0	0	34850	0	37150	38300	0
MEDIAN	0	0	0	0	32750	0	34350	35150	0
LOWER QUARTILE	0	0	0	0	30350	0	31600	32200	0
LOWER DECILE	0	0	0	0	27000	0	28100	28700	0
MEAN	0	0	0	0	33900	0	35600	36500	0
TOTAL NUMBER	1	0	4	3	7	3	9	5	2
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51550	56550	61200	65250	68600	71200	73050	74550	75450
UPPER QUARTILE	41850	45400	48900	52200	55250	58000	60400	62950	65550
MEDIAN	37600	40150	42750	45300	47750	50050	52100	54250	55950
LOWER QUARTILE	34100	36000	37850	39600	41250	42700	43950	45150	45750
LOWER DECILE	30450	32200	33900	35600	37200	38650	39900	41150	42050
MEAN	39150	41950	44700	47450	50000	52350	54350	56250	57000
TOTAL NUMBER	29	38	28	47	36	28	14	32	30
OVER $88000	0	0	0	0	0	0	1	1	1
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

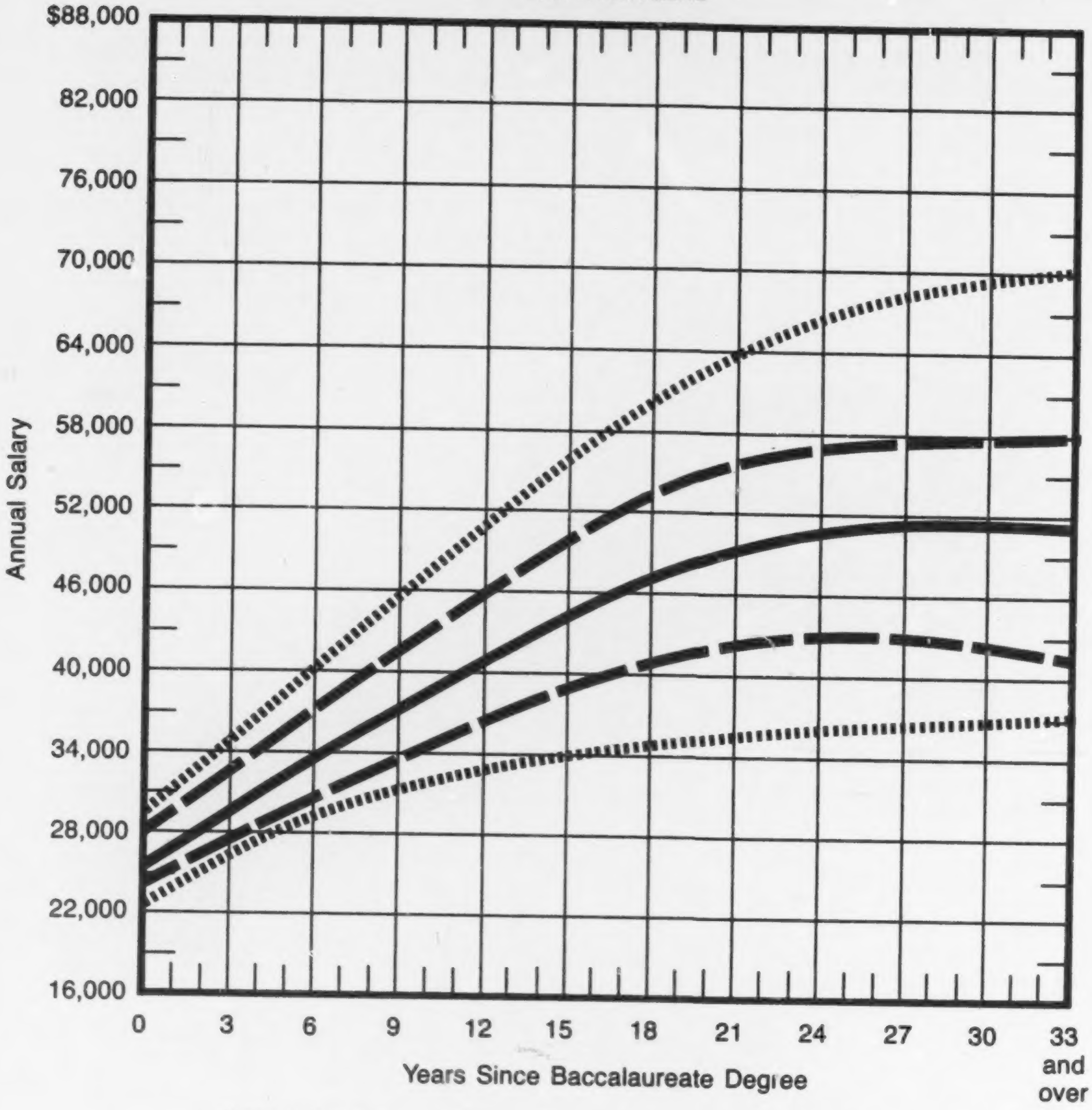
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28300	29550	30800	32000	33200	34400	35600	36750	37850
UPPER QUARTILE	27350	28350	29350	30350	31300	32250	33150	34050	34900
MEDIAN	26400	27000	27600	28250	28850	29450	30050	30650	31200
LOWER QUARTILE	24200	24700	25200	25650	26150	26650	27100	27600	28050
LOWER DECILE	21350	21850	22300	22800	23250	23750	24200	24700	25150
MEAN	25850	26550	27250	27950	28650	29350	30050	30750	31450
TOTAL NUMBER	19	25	40	42	48	31	37	36	25
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40000	42900	45350	47400	49000	50250	51150	51900	52400
UPPER QUARTILE	36500	38500	40150	41350	42250	42800	43200	43450	43550
MEDIAN	32350	33950	35350	36550	37500	38150	38500	38500	37650
LOWER QUARTILE	28950	30250	31400	32300	33050	33450	33600	33350	31700
LOWER DECILE	26100	27350	28500	29500	30200	30650	30750	30450	28700
MEAN	32800	34650	36300	37700	38750	39450	39800	39850	38950
TOTAL NUMBER	74	64	57	77	37	61	27	55	60
OVER $88000	0	0	0	1	0	0	1	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪	**Upper Decile**
— — —	**Upper Quartile**
▬▬▬	**Median**
— — —	**Lower Quartile**
▪▪▪▪▪▪▪▪▪	**Lower Decile**

ALL NON-MANUFACTURING
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29850	31750	33650	35600	37550	39550	41500	43500	45400
UPPER QUARTILE	28250	29800	31350	33000	34600	36250	37850	39450	41050
MEDIAN	26550	27900	29250	30600	31950	33300	34650	35950	37200
LOWER QUARTILE	25150	26250	27400	28500	29600	30650	31700	32750	33750
LOWER DECILE	23350	24350	25350	26350	27300	28200	29100	29950	30750
MEAN	26700	28050	29400	30800	32200	33600	35000	36350	37700
TOTAL NUMBER	922	1389	1673	1595	1474	1425	1413	1289	1432
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	7	15	1	0	1	0	1	0	0

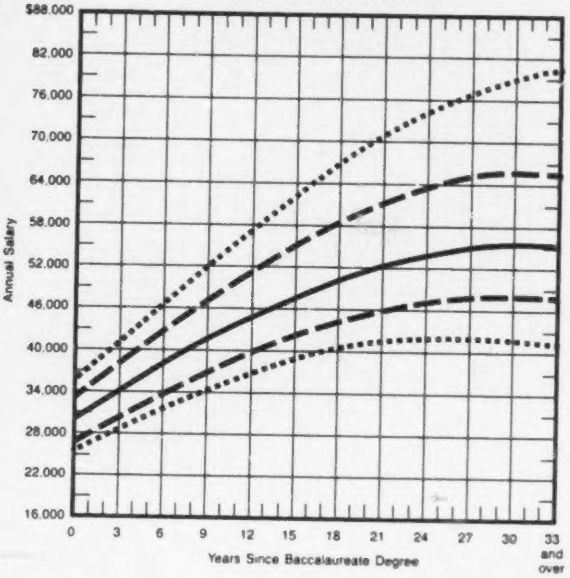
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49200	54400	58900	62600	65450	67500	68950	70000	70550
UPPER QUARTILE	44100	48150	51550	54100	55950	57100	57800	58250	58450
MEDIAN	39600	42750	45250	47050	48250	48950	49250	49400	49300
LOWER QUARTILE	35600	38000	39850	41200	42050	42500	42700	42700	42500
LOWER DECILE	32200	34000	35350	36250	36800	37150	37300	37350	37350
MEAN	40250	43700	46500	48600	50050	51000	51550	51850	51900
TOTAL NUMBER	4656	4200	2945	2498	2070	2092	1437	1679	2958
OVER $88000	0	2	6	28	12	65	34	41	116
UNDER $17000	0	0	0	1	0	0	0	1	0

LEGEND

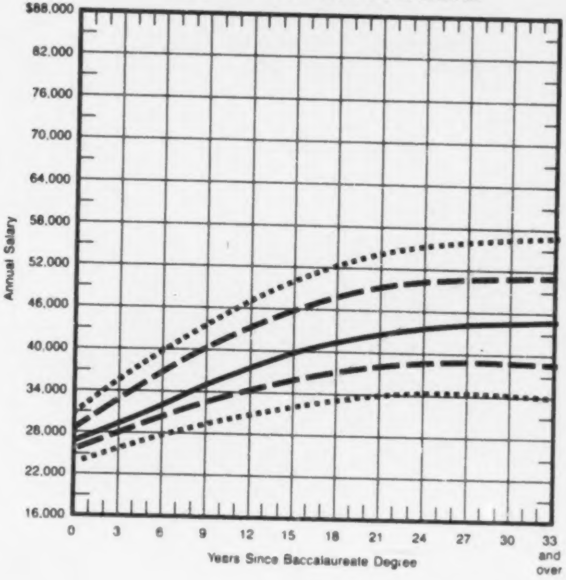
▮▮▮▮▮▮▮▮▮▮▮▮▮▮	**Upper Decile**
— — — — —	**Upper Quartile**
▬▬▬▬▬	**Median**
— — — — —	**Lower Quartile**
▮▮▮▮▮▮▮▮▮▮▮▮▮▮	**Lower Decile**

ALL NON-MANUFACTURING

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36100	37650	39200	40800	42450	44150	45850	47650	49450
UPPER QUARTILE	33550	34850	36200	37550	38950	40400	41850	43300	44800
MEDIAN	30150	31350	32600	33850	35150	36450	37750	39050	40350
LOWER QUARTILE	27500	28700	29900	31100	32300	33550	34700	35900	37350
LOWER DECILE	25750	26850	27950	29050	30150	31250	32300	33300	34300
MEAN	31000	32200	33450	34700	36000	37300	38600	39950	41250
TOTAL NUMBER	19	18	54	75	79	170	156	255	471
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53150	58750	64200	69250	73600	76950	79300	80700	79950
UPPER QUARTILE	47800	52200	56350	60050	63000	65200	66500	67050	65850
MEDIAN	42900	46500	49700	52300	54250	55550	56250	56400	55650
LOWER QUARTILE	39250	42150	44500	46250	47350	48000	48250	48150	47750
LOWER DECILE	36150	38550	40350	41650	42450	42800	42900	42800	42400
MEAN	43900	47650	51100	54000	56300	57850	58750	59000	58100
TOTAL NUMBER	1382	1756	1217	1242	951	918	620	811	1551
OVER $88000	0	2	6	27	12	65	34	40	113
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

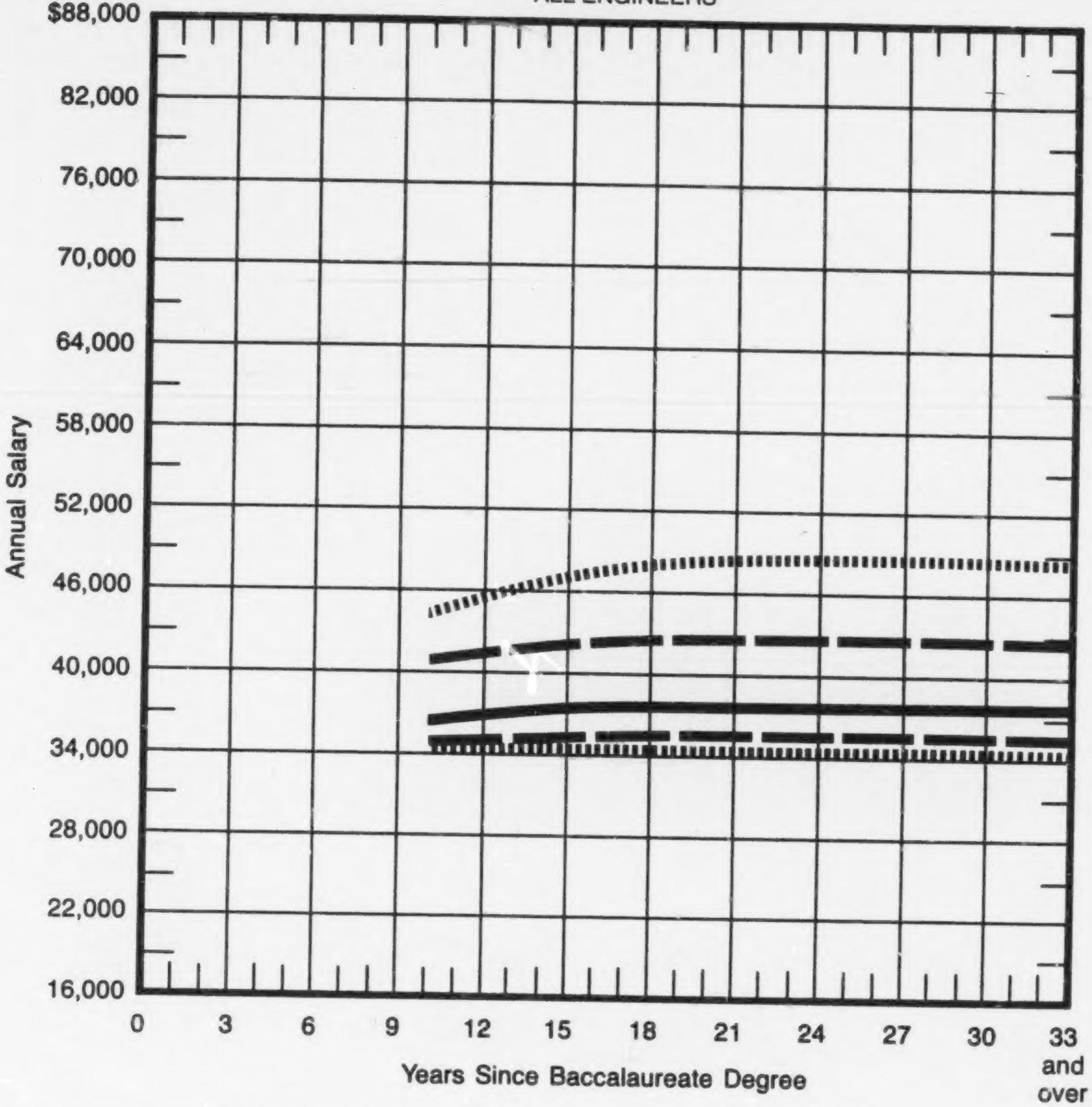
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29650	31550	33450	35350	37150	38900	40600	42200	43700
UPPER QUARTILE	28150	29750	31300	32850	34350	35750	37150	38500	39750
MEDIAN	26600	27900	29200	30450	31700	32900	34100	35200	36250
LOWER QUARTILE	25300	26350	27350	28350	29350	30300	31250	32100	32950
LOWER DECILE	23500	24450	25350	26200	27050	27900	28700	29400	30100
MEAN	26600	27950	29300	30600	31900	33150	34400	35550	36650
TOTAL NUMBER	903	1371	1619	1519	1395	1255	1257	1033	960
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	7	15	1	0	1	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46450	49750	52250	54000	55150	55850	56250	56450	56550
UPPER QUARTILE	42050	44900	47050	48600	49650	50300	50650	50900	51000
MEDIAN	38100	40400	42100	43250	43950	44400	44650	44800	44850
LOWER QUARTILE	34450	36300	37650	38550	39050	39300	39400	39400	39300
LOWER DECILE	31350	32850	33850	34450	34750	34800	34700	34550	34300
MEAN	38600	41000	42750	43900	44650	45050	45300	45450	45500
TOTAL NUMBER	3274	2443	1728	1256	1119	1174	816	868	1406
OVER $88000	0	0	0	1	0	0	0	1	3
UNDER $17000	0	0	0	1	0	0	0	1	0

LEGEND

┅┅ Upper Decile
— — Upper Quartile
▬▬ Median
— — Lower Quartile
┅┅ Lower Decile

BUSINESS, TRADE & PUBLISHING
ALL ENGINEERS



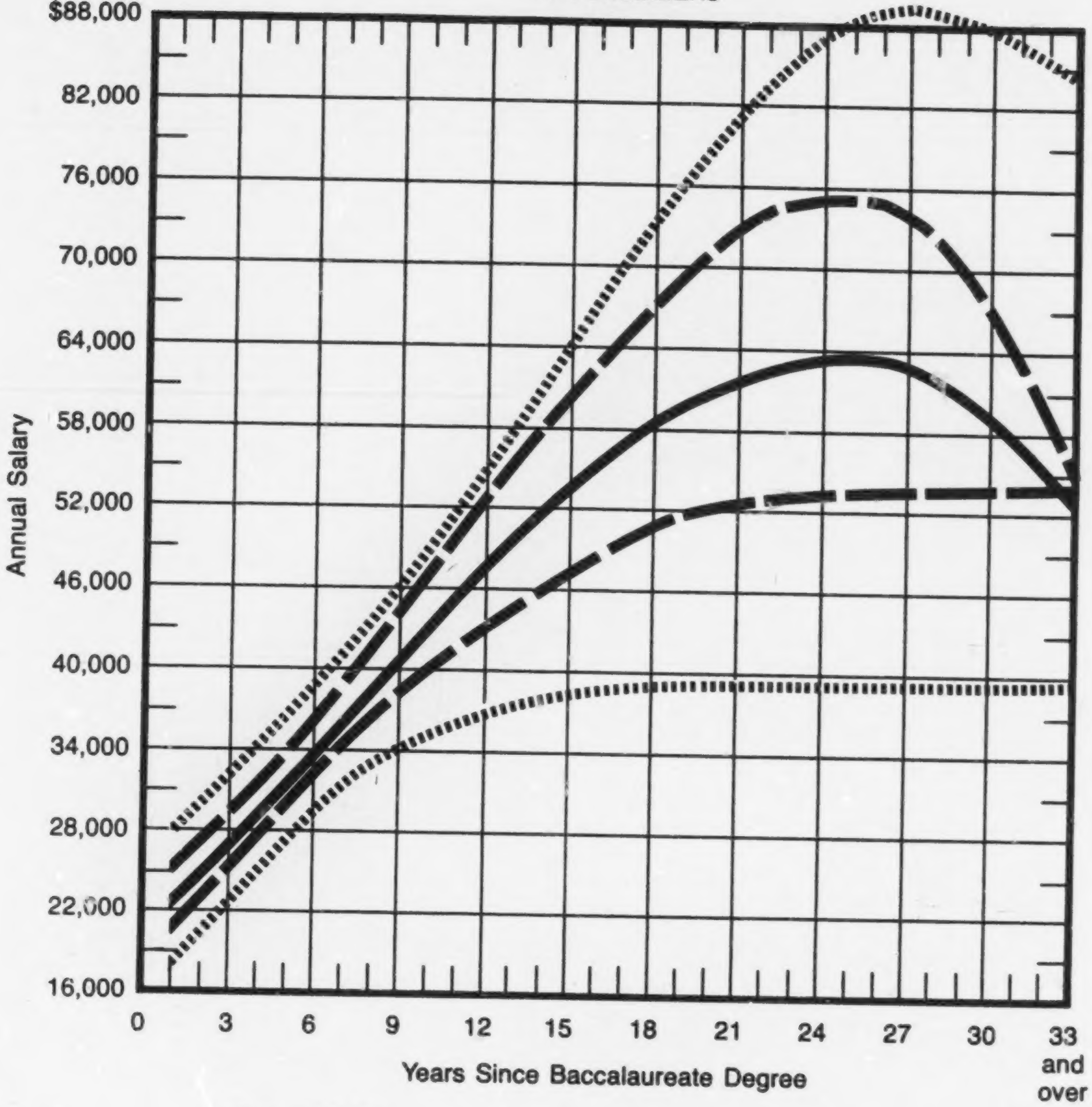
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	3	0	0	2	3	4	4	3
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	3	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43600	46600	47950	48500	48700	48800	48800	48800	48800
UPPER QUARTILE	40750	42200	42700	42850	42900	42900	42900	42900	42900
MEDIAN	36600	37300	37500	37550	37550	37550	37550	37550	37550
LOWER QUARTILE	34700	35450	35600	35600	35650	35650	35650	35650	35650
LOWER DECILE	34350	34400	34300	34250	34250	34250	34250	34250	34250
MEAN	35100	40750	44300	45400	44600	42700	40600	38050	35600
TOTAL NUMBER	9	8	6	8	23	61	5	15	45
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮▮▮	**Upper Decile**
— — — —	**Upper Quartile**
▬▬▬▬	**Median**
– – – – –	**Lower Quartile**
▮▮▮▮▮▮▮▮▮▮	**Lower Decile**

CONSTRUCTION
ALL ENGINEERS



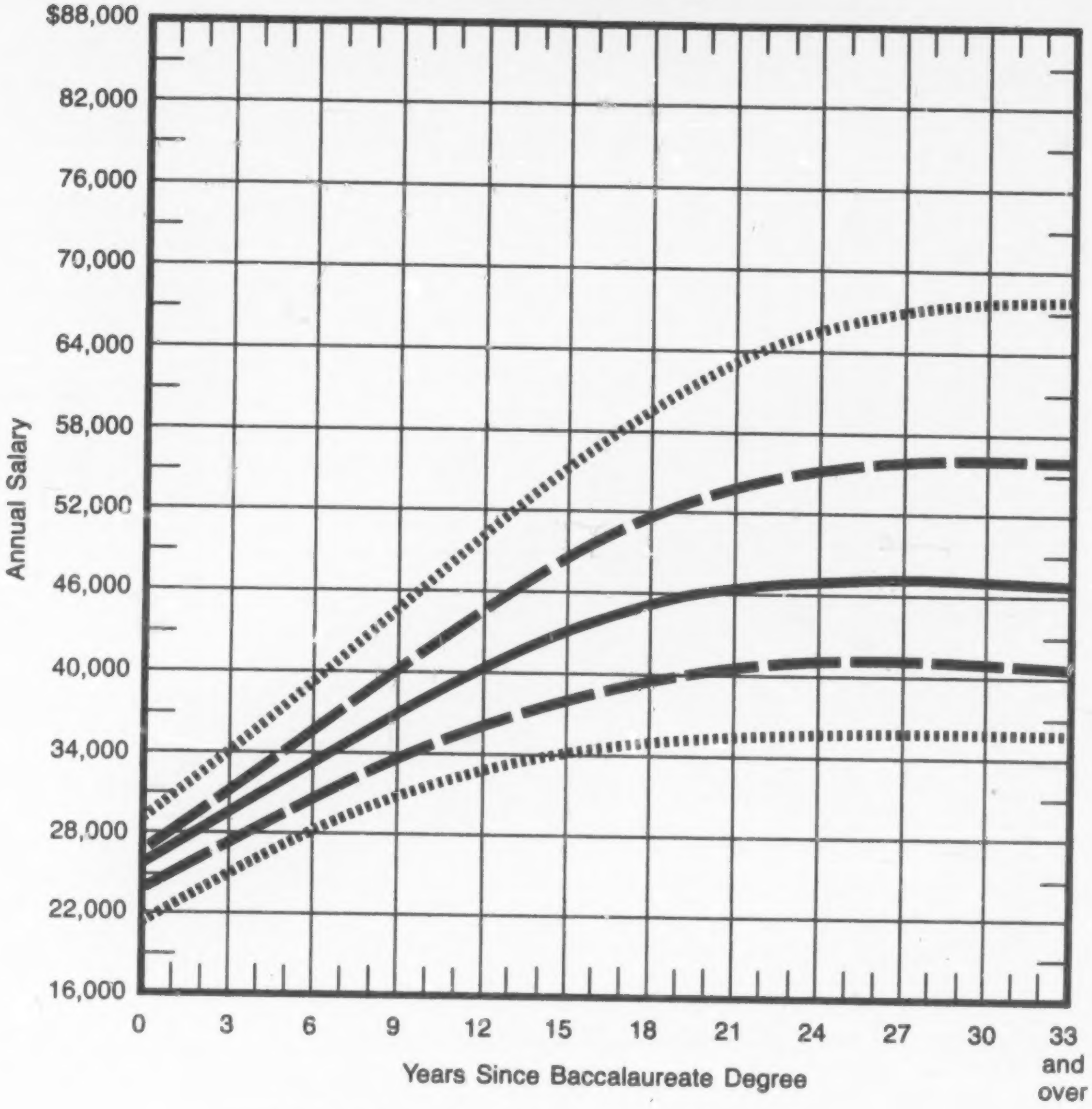
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	28000	29950	32050	34350	36750	39300	42000	44850
UPPER QUARTILE	0	25650	27500	29500	31650	33950	36400	39000	41700
MEDIAN	0	23800	25450	27250	29150	31150	33250	35400	37700
LOWER QUARTILE	0	20050	22350	24700	27100	29550	31950	34250	36500
LOWER DECILE	0	18850	21800	24650	27300	29600	31600	33250	34600
MEAN	0	24000	25750	27650	29700	31800	34050	36400	38850
TOTAL NUMBER	3	36	41	63	14	88	74	94	63
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50900	60700	70550	79350	86000	89800	0	89200	83850
UPPER QUARTILE	47550	56800	65600	72350	75750	75500	0	66000	55600
MEDIAN	42400	49450	55750	60400	62850	63150	0	58750	53650
LOWER QUARTILE	40600	45650	49200	51550	52900	53700	0	54250	54250
LOWER DECILE	36600	38250	39000	39350	39450	39500	0	39550	39550
MEAN	43900	51550	58350	63400	66150	66650	0	62700	58150
TOTAL NUMBER	102	73	74	59	7	33	3	12	20
OVER $88000	0	0	0	13	0	29	0	1	3
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┅┅┅┅┅ Upper Decile
— — — — — Upper Quartile
━━━━━ Median
– — – — – Lower Quartile
┅┅┅┅┅ Lower Decile

DESIGN, CONSULTING & ENGINEERING SERVICES
ALL ENGINEERS



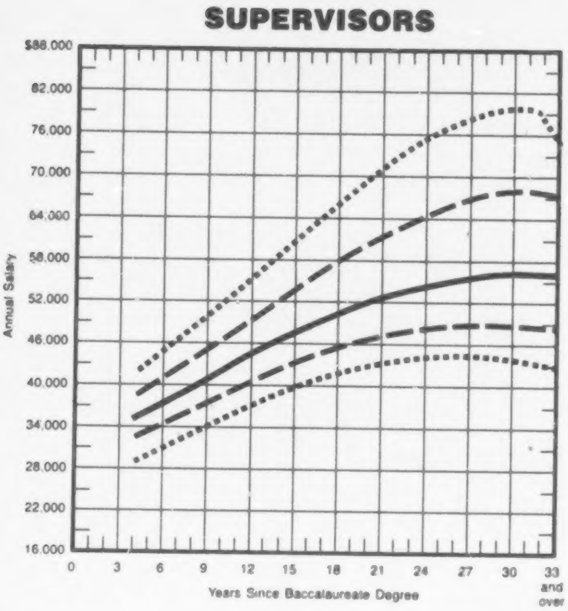
LEGEND

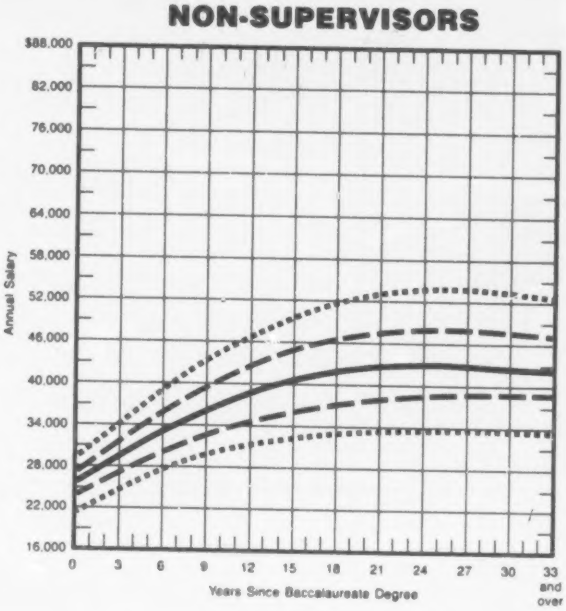
▮▮▮▮▮▮▮▮ **Upper Decile**
— — — — **Upper Quartile**
━━━━━ **Median**
– – – – **Lower Quartile**
▮▮▮▮▮▮▮▮ **Lower Decile**

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28950	30500	32100	33800	35500	37300	39100	40950	42800
UPPER QUARTILE	27200	28650	30100	31550	33050	34550	36100	37600	39100
MEDIAN	25750	27000	28250	29500	30750	32050	33300	34550	35800
LOWER QUARTILE	24400	25450	26500	27550	28600	29650	30700	31700	32650
LOWER DECILE	21500	22750	24000	25200	26300	27350	28350	29250	30050
MEAN	25700	27000	28300	29600	30950	32300	33600	34950	36250
TOTAL NUMBER	281	345	448	500	459	402	411	359	364
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	1	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46550	52000	57000	61150	64300	66400	67550	67950	67350
UPPER QUARTILE	42050	46100	49550	52250	54100	55250	55900	56100	55900
MEDIAN	38150	41300	43850	45750	46900	47500	47650	47450	46800
LOWER QUARTILE	34500	36900	38800	40150	40950	41350	41400	41200	40700
LOWER DECILE	31500	33150	34250	35000	35500	35750	35900	36000	36050
MEAN	38750	42150	45000	47150	48600	49450	49850	49950	49700
TOTAL NUMBER	1366	1196	920	668	563	483	357	399	788
OVER $88000	0	0	1	6	1	4	14	8	15
UNDER $17000	0	0	0	0	0	0	0	0	0

DESIGN, CONSULTING & ENGINEERING SERVICES





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	41800	43350	45000	46650	48350
UPPER QUARTILE	0	0	0	0	37800	39100	40500	41900	43300
MEDIAN	0	0	0	0	35300	36450	37600	38750	39900
LOWER QUARTILE	0	0	0	0	32000	33100	34250	35350	36400
LOWER DECILE	0	0	0	0	28800	29900	31000	32100	33200
MEAN	0	0	0	0	35250	36500	37800	39100	40400
TOTAL NUMBER	1	2	4	4	12	9	16	18	38
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51850	57350	62900	68250	72950	76650	79050	79850	75350
UPPER QUARTILE	46200	50650	55000	59100	62600	65400	67250	68150	66200
MEDIAN	42150	45500	48550	51250	53450	55050	56150	56700	56200
LOWER QUARTILE	38550	41500	44050	46100	47600	48550	48950	48950	48150
LOWER DECILE	35250	38100	40450	42150	43300	43800	43850	43500	42450
MEAN	43000	46850	50400	53550	56050	57850	58950	59300	58150
TOTAL NUMBER	256	426	329	283	223	186	161	178	332
OVER $88000	0	0	1	6	1	4	14	8	14
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

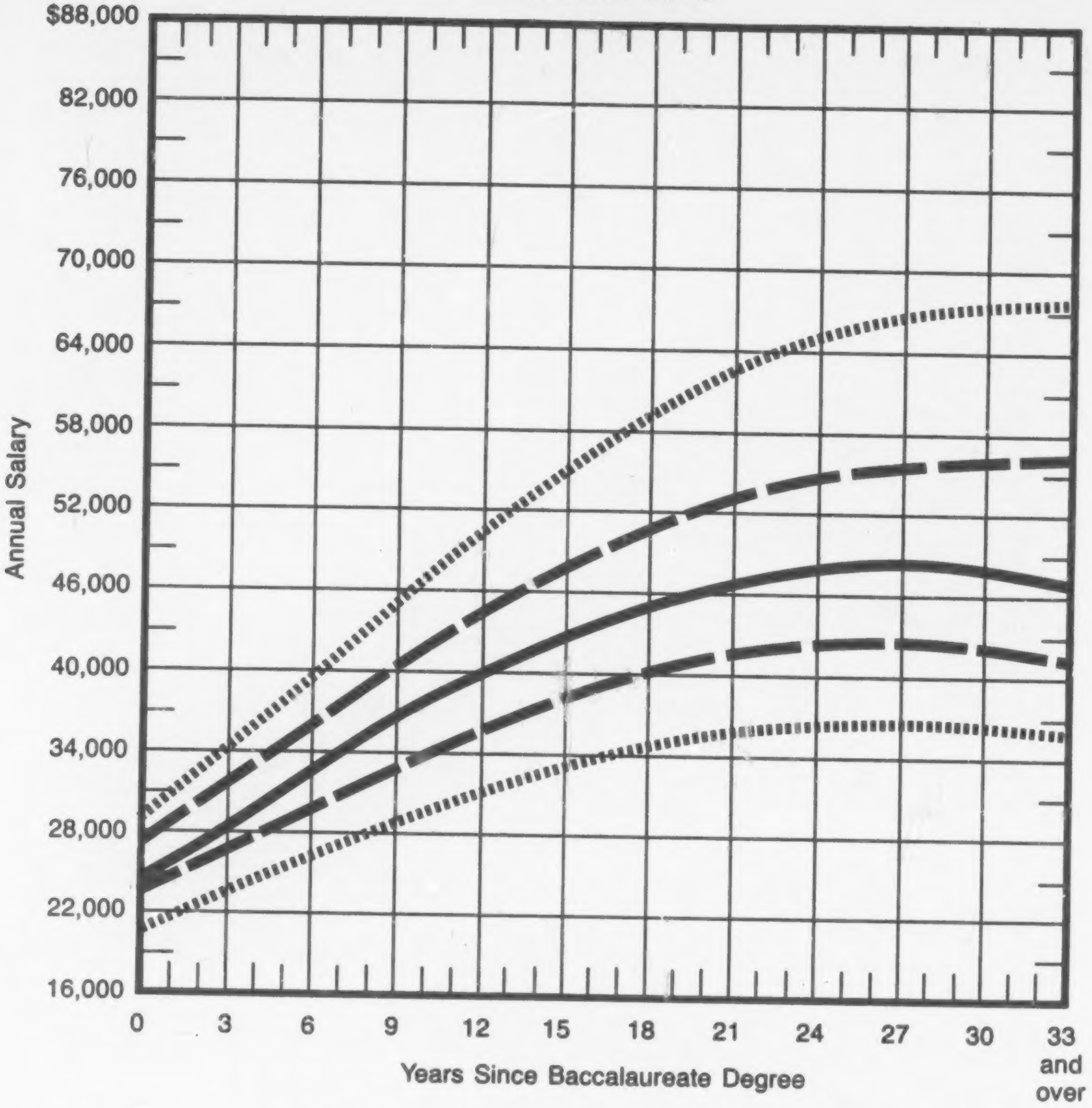
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28650	30350	32050	33750	35500	37200	38850	40500	42050
UPPER QUARTILE	27200	28650	30050	31500	32950	34400	35750	37100	38400
MEDIAN	25800	27000	28250	29500	30700	31900	33050	34150	35250
LOWER QUARTILE	24350	25450	26550	27600	28600	29600	30500	31400	32250
LOWER DECILE	21350	22750	24050	25300	26400	27400	28300	29100	29800
MEAN	25600	26950	28250	29600	30850	32150	33350	34500	35650
TOTAL NUMBER	280	343	444	496	447	393	395	341	326
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	1	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44900	48450	51000	52600	53450	53750	53700	53450	53100
UPPER QUARTILE	40850	43850	46050	47450	48150	48400	48300	48000	47550
MEDIAN	37200	39550	41300	42350	42900	43100	43000	42800	42400
LOWER QUARTILE	33750	35500	36750	37500	37950	38150	38200	38200	38150
LOWER DECILE	30950	32100	32850	33250	33500	33600	33650	33700	33700
MEAN	37650	40050	41750	42800	43300	43500	43450	43300	43100
TOTAL NUMBER	1110	770	591	385	340	297	196	221	456
OVER $88000	0	0	0	0	0	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┅┅┅ Upper Decile
— — Upper Quartile
━━━ Median
— — Lower Quartile
┅┅┅ Lower Decile

CONSULTING
ALL ENGINEERS



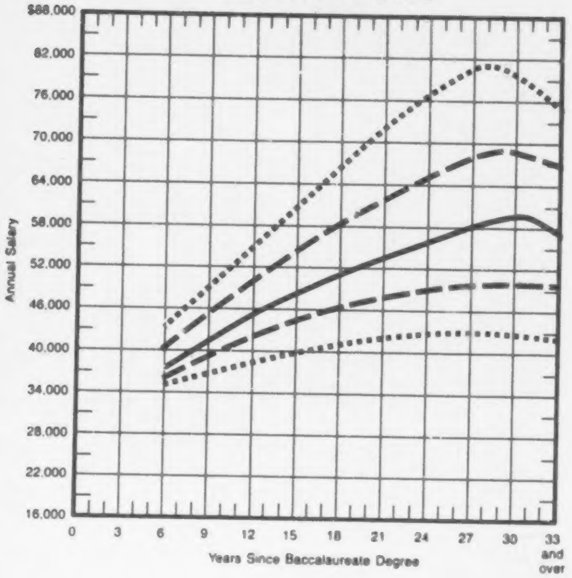
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29100	30650	32300	33950	35700	37500	39300	41150	43000
UPPER QUARTILE	27350	28850	30350	31900	33450	35000	36550	38100	39650
MEDIAN	25650	26950	28300	29600	30950	32300	33650	34950	36250
LOWER QUARTILE	24350	25400	26450	27500	28550	29600	30650	31700	32700
LOWER DECILE	21550	22800	23950	25100	26150	27200	28150	29050	29850
MEAN	25700	27000	28300	29650	31000	32350	33750	35100	36400
TOTAL NUMBER	228	259	291	301	301	289	295	278	294
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	1	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46750	52200	57200	61350	64450	66500	67600	67950	67300
UPPER QUARTILE	42600	46600	49900	52450	54250	55400	56100	56450	56600
MEDIAN	38650	41900	44400	46150	47150	47600	47650	47350	46700
LOWER QUARTILE	34600	37100	39100	40550	41350	41750	41700	41350	40550
LOWER DECILE	31300	33000	34200	35000	35500	35800	35950	36000	36050
MEAN	38950	42450	45300	47450	48850	49700	50000	50050	49700
TOTAL NUMBER	1061	871	659	493	453	356	253	267	509
OVER $88000	0	0	1	4	1	3	12	7	9
UNDER $17000	0	0	0	0	0	0	0	0	0

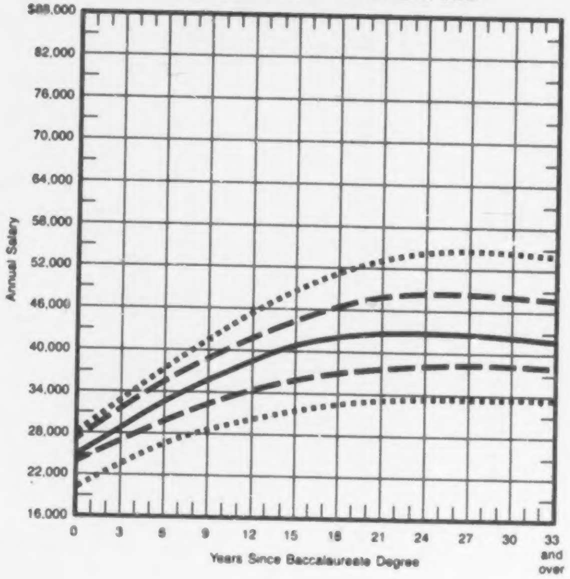
LEGEND

▮▮▮▮▮▮▮▮▮▮▮▮	Upper Decile
— — — — —	Upper Quartile
━━━━━━	Median
— — — — —	Lower Quartile
▮▮▮▮▮▮▮▮▮▮▮▮	Lower Decile

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	44450	46200	48050
UPPER QUARTILE	0	0	0	0	0	0	40050	41500	43050
MEDIAN	0	0	0	0	0	0	38950	40000	41050
LOWER QUARTILE	0	0	0	0	0	0	35850	36950	38000
LOWER DECILE	0	0	0	0	0	0	35350	35950	36600
MEAN	0	0	0	0	0	0	39000	40200	41450
TOTAL NUMBER	0	0	1	0	2	2	5	6	23
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51850	57900	64000	69900	75050	78950	81250	81350	74900
UPPER QUARTILE	46150	50950	55700	60100	63900	66850	68650	69250	66350
MEDIAN	43150	46300	49400	52250	54750	56750	58150	59050	57950
LOWER QUARTILE	40100	42900	45250	47100	48450	49300	49750	49900	49700
LOWER DECILE	37800	39550	41100	42450	43500	44250	44600	44450	42600
MEAN	43900	47600	51150	54400	57100	59100	60400	60850	58950
TOTAL NUMBER	157	283	214	187	165	126	107	104	203
OVER $88000	0	0	1	4	1	3	12	7	8
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

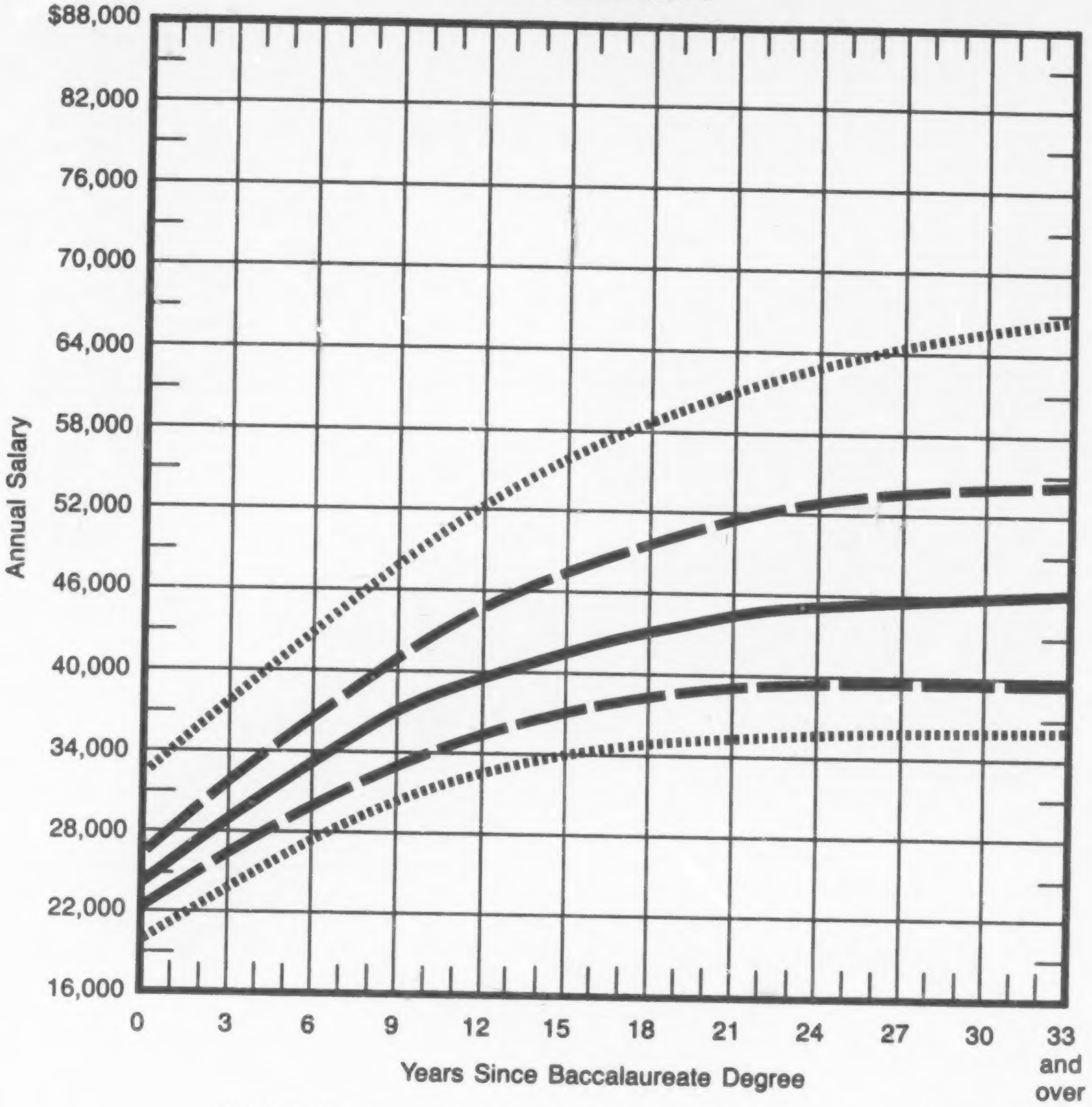
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28800	30550	32350	34150	35900	37700	39400	41050	42650
UPPER QUARTILE	27400	28900	30400	31900	33400	34850	36300	37700	39000
MEDIAN	25700	27000	28350	29650	30900	32150	33400	34550	35700
LOWER QUARTILE	24450	25450	26500	27500	28500	29500	30450	31350	32200
LOWER DECILE	21500	22800	24050	25200	26250	27250	28100	28900	29600
MEAN	25650	27000	28350	29700	31050	32350	33600	34800	35950
TOTAL NUMBER	228	259	290	301	299	287	290	272	271
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	1	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45500	49000	51400	52850	53550	53700	53650	53400	53050
UPPER QUARTILE	41450	44450	46500	47800	48400	48550	48400	48100	47650
MEDIAN	37700	40150	41850	42900	43400	43550	43450	43200	42850
LOWER QUARTILE	33800	35800	37250	38200	38700	38900	38900	38700	38350
LOWER DECILE	30800	32050	32900	33350	33650	33800	33850	33900	33900
MEAN	38000	40500	42200	43200	43700	43850	43800	43600	43300
TOTAL NUMBER	904	588	445	306	288	230	146	163	306
OVER $88000	0	0	0	0	0	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪▪	Upper Decile
— — —	Upper Quartile
▬▬▬	Median
— — —	Lower Quartile
▪▪▪▪▪▪▪▪▪▪	Lower Decile

ENGINEERING SERVICES
ALL ENGINEERS

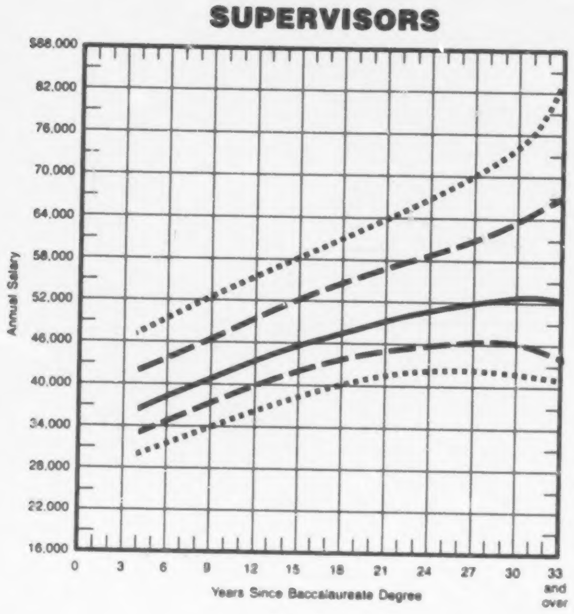


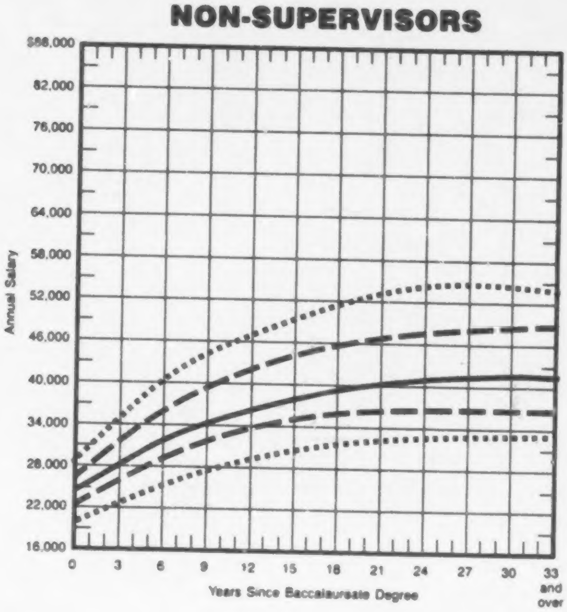
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32550	34250	35950	37700	39450	41150	42850	44550	46200
UPPER QUARTILE	26650	28350	30050	31750	33450	35100	36750	38300	39800
MEDIAN	24450	26000	27550	29050	30500	31950	33300	34600	35800
LOWER QUARTILE	22500	23900	25300	26600	27900	29100	30250	31350	32300
LOWER DECILE	20100	21450	22800	24100	25350	26550	27650	28700	29600
MEAN	25400	26900	28400	29850	31300	32750	34100	35450	36700
TOTAL NUMBER	51	61	75	125	106	79	80	78	66
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49350	53550	57150	60100	62350	64000	65200	66200	66850
UPPER QUARTILE	42550	46050	48750	50750	52150	53100	53750	54200	54400
MEDIAN	37950	40600	42550	43900	44850	45450	45800	46050	46150
LOWER QUARTILE	34050	36050	37450	38400	39000	39400	39600	39750	39850
LOWER DECILE	31200	33000	34200	34900	35350	35600	35750	35850	35900
MEAN	39000	41900	44150	45800	46950	47750	48250	48600	48800
TOTAL NUMBER	256	380	258	204	150	164	157	180	371
OVER $88000	0	0	0	0	0	0	3	0	17
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪ Upper Decile
— — — — Upper Quartile
━━━━━ Median
– – – – – Lower Quartile
▪▪▪▪▪▪▪▪ Lower Decile





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	48800	0	0	51200	52000
UPPER QUARTILE	0	0	0	0	43200	0	0	45400	46150
MEDIAN	0	0	0	0	36550	0	0	38950	39800
LOWER QUARTILE	0	0	0	0	33200	0	0	35500	36300
LOWER DECILE	0	0	0	0	30250	0	0	32850	33700
MEAN	0	0	0	0	38650	0	0	41000	41800
TOTAL NUMBER	1	2	3	4	8	2	2	5	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53650	56250	59000	61850	64850	67950	71200	75650	83700
UPPER QUARTILE	47700	50000	52350	54700	56950	59150	61200	63700	66950
MEDIAN	41400	43800	46100	48200	50050	51550	52600	53200	52050
LOWER QUARTILE	37800	40000	42050	43800	45200	46100	46550	46250	43650
LOWER DECILE	35400	37700	39700	41300	42350	42900	43000	42450	40450
MEAN	43350	45700	47950	50100	52000	53700	55150	56500	57400
TOTAL NUMBER	79	151	99	95	51	51	65	84	180
OVER $88000	0	0	0	0	0	0	3	0	17
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

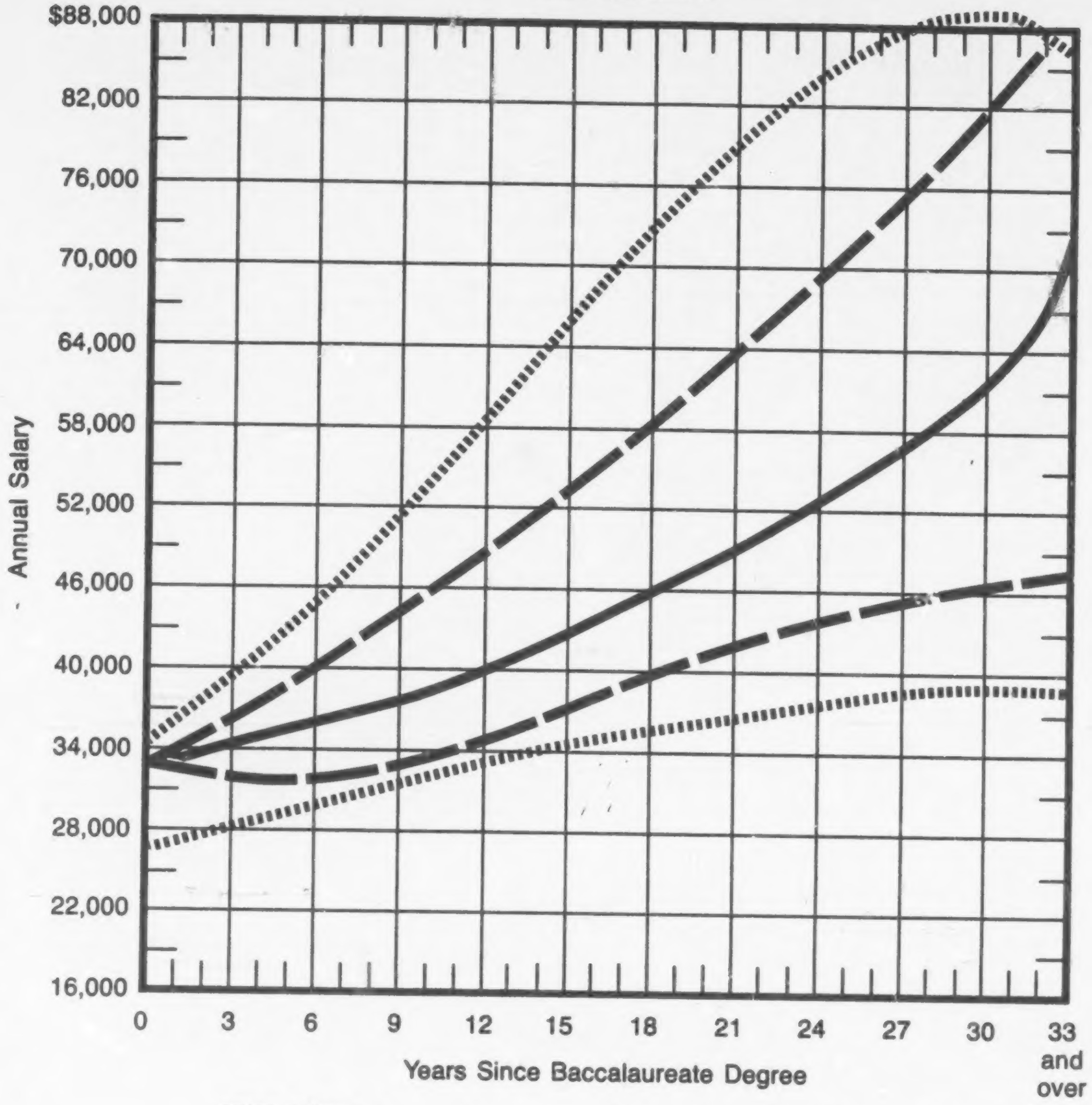
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29900	32000	34050	36100	38100	40000	41850	43550	45150
UPPER QUARTILE	26300	28000	29650	31300	32900	34400	35850	37250	38500
MEDIAN	24300	25950	27450	28950	30350	31650	32800	33900	34850
LOWER QUARTILE	22050	23600	25100	26500	27800	29000	30050	31050	31900
LOWER DECILE	20000	21450	22800	24100	25300	26350	27350	28200	28950
MEAN	24700	26350	28000	29550	31050	32400	33700	34900	35950
TOTAL NUMBER	50	59	72	120	97	77	77	72	57
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47900	50900	52750	53700	54150	54250	54250	54150	54100
UPPER QUARTILE	40800	43550	45500	46900	47800	48350	48700	48950	49050
MEDIAN	36500	38350	39550	40300	40750	41000	41150	41250	41250
LOWER QUARTILE	33300	34800	35700	36250	36550	36750	36850	36900	36900
LOWER DECILE	30150	[illegible]	32050	32450	32650	32750	32850	32850	32850
MEAN	37750	39750	41000	41800	42250	42550	42700	42800	42800
TOTAL NUMBER	177	229	159	108	99	112	92	95	190
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
▬▬▬ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪▪ Lower Decile

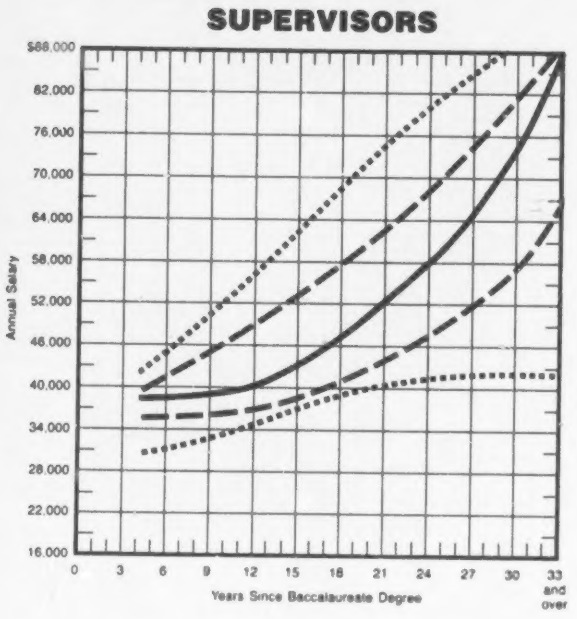
MINING
ALL ENGINEERS

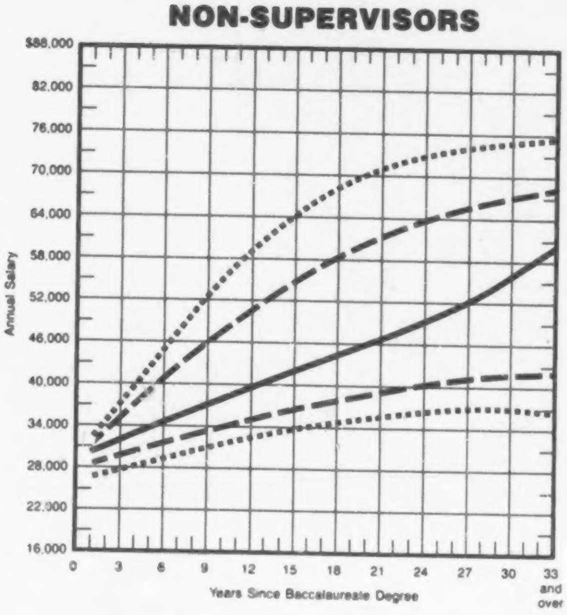


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34300	35900	37600	39350	41150	43050	45050	47100	49200
UPPER QUARTILE	33050	34100	35200	36300	37450	38700	39950	41250	42600
MEDIAN	32600	33050	33600	34100	34700	35300	35900	36550	37200
LOWER QUARTILE	33750	32600	31900	31500	31300	31350	31550	31850	32300
LOWER DECILE	26850	27300	27800	28300	28800	29300	29800	30300	30800
MEAN	31700	32500	33350	34200	35050	35950	36900	37800	38800
TOTAL NUMBER	16	19	21	13	45	21	29	17	20
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53650	60650	67800	74700	80800	85550	88600	89850	86250
UPPER QUARTILE	45450	50050	55100	60450	66050	71750	77250	83750	90300
MEDIAN	38650	41050	43750	46800	50150	53850	57900	63550	72750
LOWER QUARTILE	33450	35650	38100	40550	42750	44500	45800	46800	47300
LOWER DECILE	31800	33200	34550	35800	36850	37750	38450	38950	38700
MEAN	40800	43900	47250	50650	54150	57600	60950	64950	69850
TOTAL NUMBER	56	73	46	49	24	43	25	42	39
OVER $88000	0	0	0	2	1	1	1	12	15
UNDER $17000	0	0	0	0	0	0	0	0	0

MINING





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	42300	43850	45450	47100	48800
UPPER QUARTILE	0	0	0	0	39550	40600	41650	42750	43850
MEDIAN	0	0	0	0	37600	37550	37650	37900	38200
LOWER QUARTILE	0	0	0	0	35600	35400	35300	35300	35350
LOWER DECILE	0	0	0	0	31400	31200	31300	31650	32200
MEAN	0	0	0	0	35950	36150	36650	37350	38300
TOTAL NUMBER	0	0	4	1	10	10	11	7	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52350	58100	64250	70600	0	82550	87300	91200	89500
UPPER QUARTILE	46250	50100	54300	58950	0	69550	75450	83950	99800
MEDIAN	39150	41350	44400	48450	0	59500	66550	76850	92450
LOWER QUARTILE	35800	37000	38850	41350	0	48050	52200	58150	67050
LOWER DECILE	33550	35900	38050	39700	0	41500	41850	42000	42050
MEAN	40700	45300	50650	56150	0	65400	68300	70500	71500
TOTAL NUMBER	29	31	14	24	4	17	9	25	21
OVER $88000	0	0	0	1	1	1	1	12	14
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

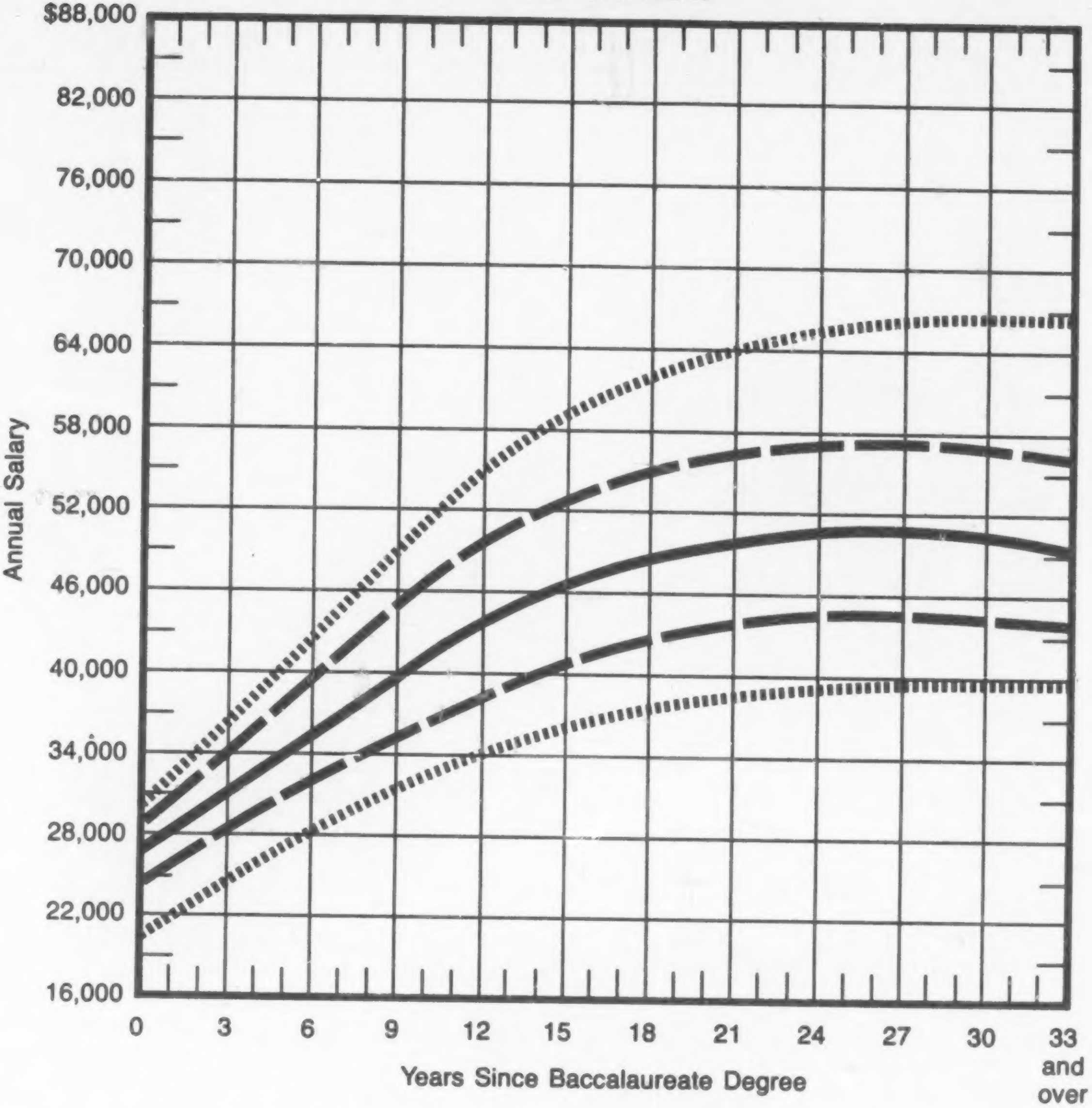
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	32150	34750	37400	40050	42750	45350	47950	50500
UPPER QUARTILE	0	31450	33200	35000	36850	38650	40450	42300	44050
MEDIAN	0	30850	31550	32200	32900	33650	34350	35100	35850
LOWER QUARTILE	0	28450	29000	29600	30150	30750	31350	31950	32500
LOWER DECILE	0	26800	27300	27850	28350	28850	29350	29850	30350
MEAN	0	30300	31400	32500	33650	34750	35900	37050	38200
TOTAL NUMBER	0	18	16	11	34	11	17	10	11
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55200	61350	66150	69700	72200	73750	74700	75300	75500
UPPER QUARTILE	47500	52250	56400	59800	62500	64500	65900	67050	67700
MEDIAN	37400	39800	42300	44850	47450	50050	52550	55650	60000
LOWER QUARTILE	33700	35400	37050	38550	39900	41000	41800	42450	42050
LOWER DECILE	31300	32700	34000	35100	36000	36700	37100	37200	36200
MEAN	40450	43750	46800	49500	51750	53550	54900	56100	57000
TOTAL NUMBER	27	42	31	24	19	25	16	16	18
OVER $88000	0	0	0	1	0	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪	Upper Decile
— — —	Upper Quartile
▬▬▬	Median
— — —	Lower Quartile
▪▪▪▪▪▪▪▪▪	Lower Decile

RESEARCH LABORATORIES
ALL ENGINEERS



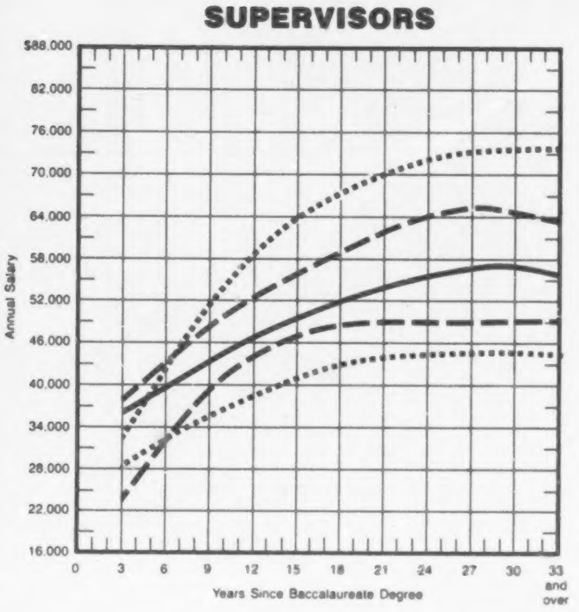
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	32350	34400	36500	38600	40750	42900	45000	47050
UPPER QUARTILE	28650	30400	32150	33950	35800	37650	39450	41250	42950
MEDIAN	26700	28100	29550	31000	32500	33950	35450	36900	38300
LOWER QUARTILE	24800	25950	27150	28300	29500	30650	31850	33000	34150
LOWER DECILE	20700	22000	23350	24650	25900	27150	28350	29450	30500
MEAN	26400	27900	29400	30900	32450	34000	35500	37050	38500
TOTAL NUMBER	149	123	247	244	291	260	307	243	437
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	5	2	0	0	0	0	0	0	0

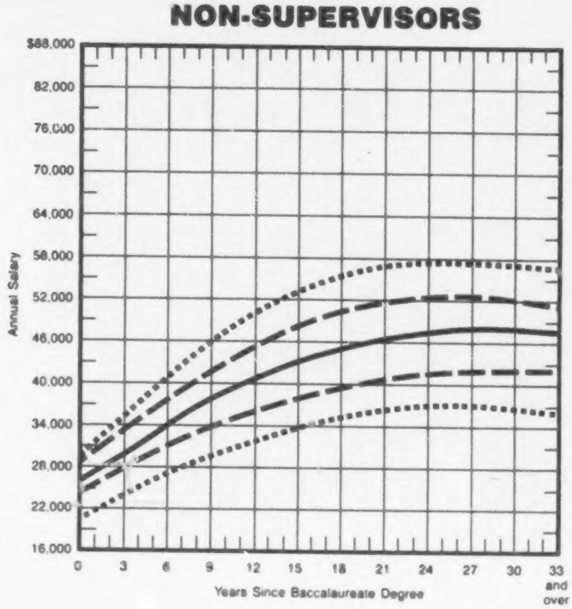
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50950	56100	60150	62950	64750	65800	66250	66500	66450
UPPER QUARTILE	46250	50450	53650	55750	56900	57400	57450	57200	56750
MEDIAN	41000	44550	47350	49250	50350	50750	50700	50300	49450
LOWER QUARTILE	36300	39150	41450	43150	44200	44700	44850	44600	44050
LOWER DECILE	32450	34800	36600	37850	38700	39200	39500	39700	39750
MEAN	41350	45100	48050	50100	51350	51900	52050	51800	51250
TOTAL NUMBER	977	872	890	859	760	828	597	630	876
OVER $88000	0	0	0	4	0	22	2	6	5
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮▮▮▮▮	Upper Decile
— — — —	Upper Quartile
▬▬▬▬	Median
– – – –	Lower Quartile
▮▮▮▮▮▮▮▮▮▮▮▮	Lower Decile

RESEARCH LABORATORIES


SUPERVISORS


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	33200	36700	40250	43700	47050	50300
UPPER QUARTILE	0	0	0	38450	39900	41450	43000	44550	46150
MEDIAN	0	0	0	36750	38050	39350	40650	41950	43250
LOWER QUARTILE	0	0	0	23950	27400	30700	33800	36550	38950
LOWER DECILE	0	0	0	28550	29750	30950	32100	33300	34450
MEAN	0	0	0	36450	37750	39000	40300	41650	42950
TOTAL NUMBER	0	0	0	5	5	18	8	20	219
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56050	62800	67400	70300	72000	72950	73450	73700	73750
UPPER QUARTILE	49300	53950	58250	61900	64650	66300	66850	66100	62300
MEDIAN	45750	49300	52450	54900	56650	57650	57900	57300	55000
LOWER QUARTILE	42700	46050	47700	48500	48850	49000	49050	49100	49100
LOWER DECILE	36700	39700	42200	44000	45150	45700	45800	45500	44600
MEAN	45550	49350	52800	55650	57800	59150	59650	59150	56400
TOTAL NUMBER	219	283	264	431	310	301	195	239	352
OVER $88000	0	0	0	4	0	22	2	6	4
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30250	32250	34300	36300	38350	40300	42250	44100	45850
UPPER QUARTILE	29050	30550	32100	33650	35200	36750	38300	39800	41250
MEDIAN	26950	28200	29500	30750	32050	33300	34550	35800	36950
LOWER QUARTILE	24950	26050	27150	28250	29300	30350	31400	32400	33350
LOWER DECILE	21000	22200	23350	24500	25650	26800	27900	28950	29950
MEAN	26600	27950	29350	30700	32100	33500	34800	36150	37400
TOTAL NUMBER	149	123	247	238	286	242	299	223	218
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	5	2	0	0	0	0	0	0	0

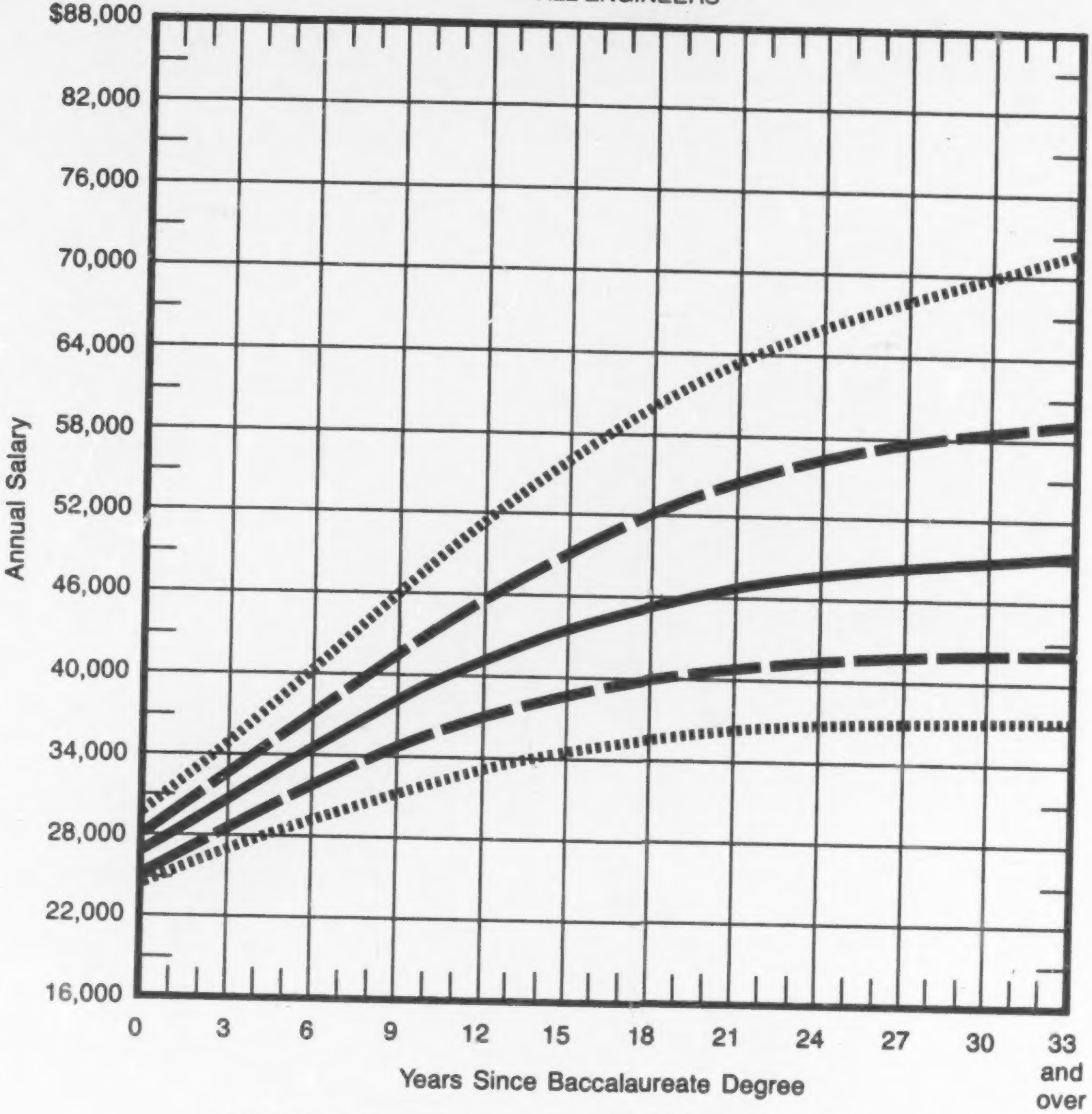
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49050	52800	55350	56800	57500	57700	57650	57500	57300
UPPER QUARTILE	43950	47400	50050	51750	52700	53000	52950	52550	51850
MEDIAN	39200	42150	44450	46050	47050	47550	47650	47450	47000
LOWER QUARTILE	35150	37500	39350	40700	41600	42150	42450	42600	42600
LOWER DECILE	31750	33950	35450	36400	36900	37100	37100	37000	36900
MEAN	39750	42750	45000	46550	47400	47800	47850	47700	47350
TOTAL NUMBER	757	589	626	428	449	526	401	390	524
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6723

LEGEND

┅┅┅	Upper Decile
— — —	Upper Quartile
━━━	Median
— — —	Lower Quartile
┅┅┅	Lower Decile

UTILITIES & SERVICES
ALL ENGINEERS

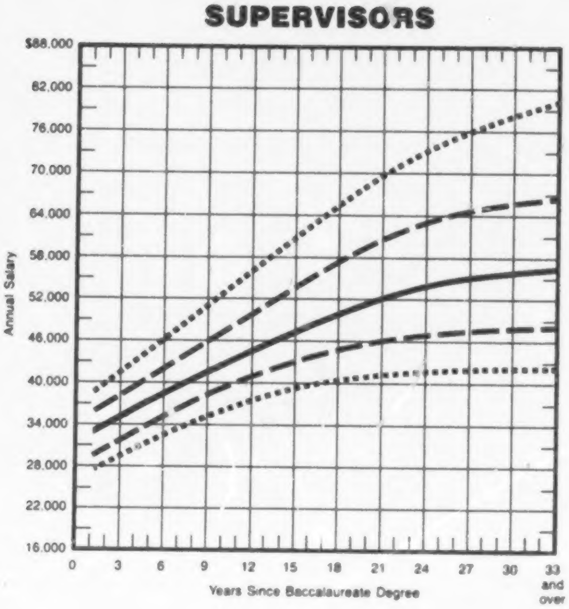


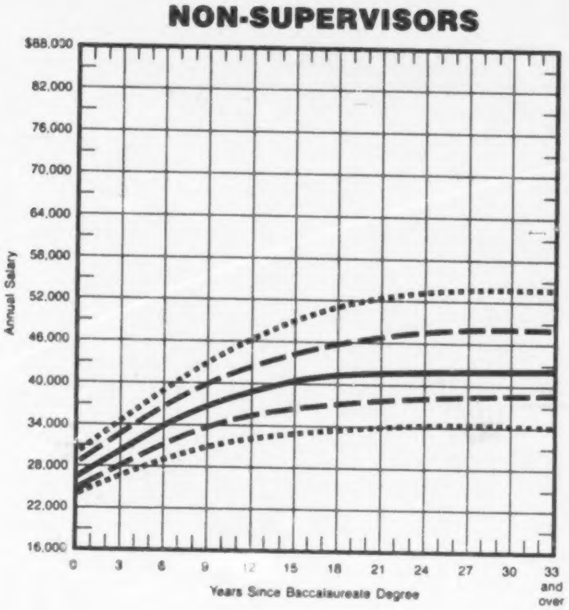
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	31850	33600	35350	37150	39000	40850	42700	44550
UPPER QUARTILE	28450	30000	31500	33050	34600	36150	37700	39200	40700
MEDIAN	26900	28300	29650	31050	32400	33700	35000	36250	37450
LOWER QUARTILE	25650	26850	28050	29200	30350	31450	32500	33500	34400
LOWER DECILE	24850	25800	26750	27650	28550	29400	30200	30950	31650
MEAN	27250	28600	30000	31350	32700	34050	35350	36650	37900
TOTAL NUMBER	473	876	995	848	713	683	622	573	546
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48200	53400	58150	62250	65600	68300	70300	72050	73300
UPPER QUARTILE	43600	47550	50950	53800	56050	57750	58950	60000	60650
MEDIAN	39650	42500	44800	46600	47900	48800	49450	49900	50200
LOWER QUARTILE	36100	38200	39750	40850	41650	42150	42500	42750	42900
LOWER DECILE	32950	34550	35700	36500	37050	37400	37650	37800	37850
MEAN	40250	43450	46100	48300	49950	51200	52050	52800	53250
TOTAL NUMBER	2193	1921	1009	825	651	605	395	532	1096
OVER $88000	0	2	5	3	10	10	15	15	65
UNDER $17000	0	0	0	1	0	0	0	1	0

LEGEND

┅┅┅┅ Upper Decile
— — — — Upper Quartile
━━━━ Median
— — — — Lower Quartile
┅┅┅┅ Lower Decile





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	37900	39450	41000	42550	44150	45800	47450	49100
UPPER QUARTILE	0	34900	36250	37650	39050	40450	41850	43250	44650
MEDIAN	0	32250	33450	34650	35850	37100	38250	39450	40600
LOWER QUARTILE	0	29350	30650	31900	33100	34300	35450	36500	37550
LOWER DECILE	0	27750	28950	30150	31250	32300	33300	34250	35100
MEAN	0	32800	34050	35350	36600	37850	39100	40350	41550
TOTAL NUMBER	2	15	25	45	49	61	110	126	150
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52400	57300	62000	66350	70150	73350	75950	78500	80800
UPPER QUARTILE	47450	51400	55000	58150	60700	62650	64100	65300	66150
MEDIAN	42850	45900	48550	50750	52450	53700	54600	55350	55850
LOWER QUARTILE	39400	41750	43550	44900	45900	46550	47000	47350	47550
LOWER DECILE	36650	38450	39750	40650	41250	41650	41900	42100	42200
MEAN	43900	47200	50050	52450	54350	55800	56850	57750	58400
TOTAL NUMBER	815	947	552	443	398	385	239	341	770
OVER $88000	0	2	5	3	10	10	15	14	65
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

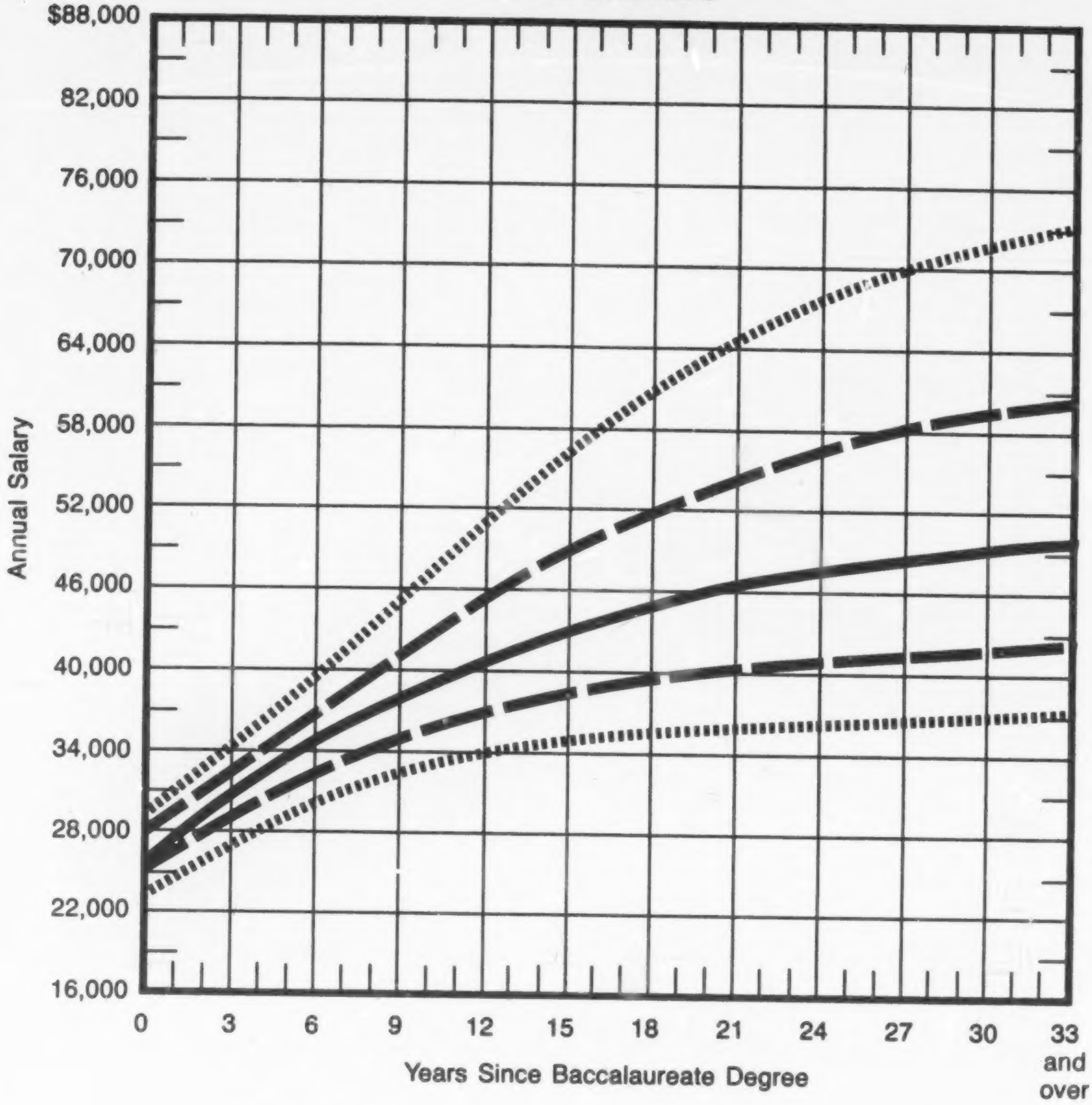
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29950	31700	33400	35050	36600	38150	39600	40950	42250
UPPER QUARTILE	28250	29900	31450	33000	34450	35850	37100	38300	39400
MEDIAN	26700	28200	29650	31000	32300	33450	34550	35550	36450
LOWER QUARTILE	25650	26850	28000	29100	30150	31100	32000	32800	33550
LOWER DECILE	24950	25850	26750	27550	28350	29050	29750	30400	30950
MEAN	27100	28550	29900	31200	32450	33600	34650	35650	36550
TOTAL NUMBER	471	861	970	803	664	622	512	447	396
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44500	47300	49300	50750	51700	52350	52750	53000	53100
UPPER QUARTILE	41350	43550	45100	46150	46850	47300	47550	47700	47750
MEDIAN	37950	39650	40800	41550	42000	42250	42350	42450	42450
LOWER QUARTILE	34750	36100	36950	37450	37700	37800	37900	37900	37900
LOWER DECILE	31950	33100	33800	34250	34450	34550	34550	34500	34450
MEAN	38150	39950	41250	42100	42650	43000	43200	43350	43400
TOTAL NUMBER	1378	974	457	382	253	220	156	191	326
OVER $88000	0	0	0	0	0	0	0	1	0
UNDER $17000	0	0	0	1	0	0	0	1	0

LEGEND

········ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
········ Lower Decile

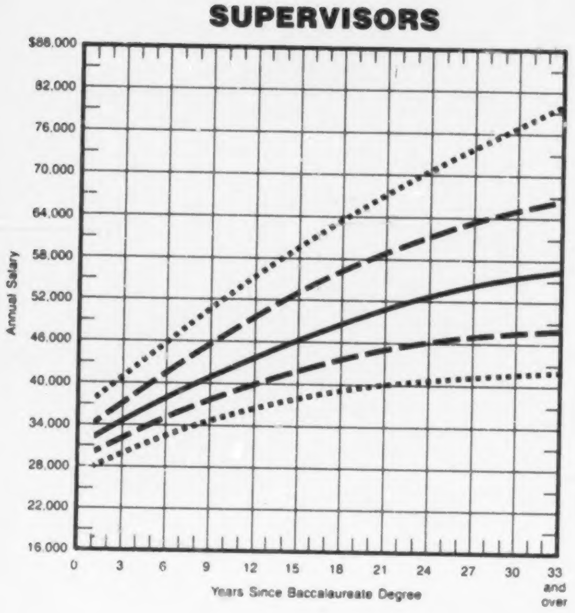
ELECTRIC & GAS UTILITIES
ALL ENGINEERS

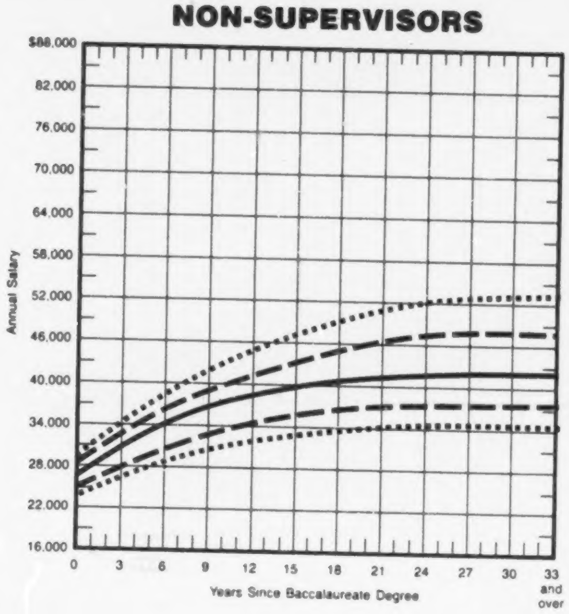


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	31850	33600	35350	37150	39000	40850	42700	44550
UPPER QUARTILE	28450	30000	31500	33050	34600	36150	37700	39250	40750
MEDIAN	26900	28300	29650	31050	32400	33700	35000	36250	37450
LOWER QUARTILE	25650	26850	28050	29250	30400	31450	32500	33500	34450
LOWER DECILE	24900	25850	26800	27700	28600	29450	30250	31000	31750
MEAN	27300	28650	30000	31350	32700	34050	35350	36650	37900
TOTAL NUMBER	470	872	993	845	709	682	617	570	544
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48200	53450	58150	62250	65650	68300	70300	72100	73350
UPPER QUARTILE	43600	47550	51000	53800	56050	57750	59000	60000	60700
MEDIAN	39650	42550	44850	46600	47900	48850	49450	49950	50250
LOWER QUARTILE	36150	38250	39800	40900	41700	42200	42550	42800	42950
LOWER DECILE	33000	34600	35750	36600	37150	37450	37700	37800	37900
MEAN	40300	43500	46150	48300	50000	51250	52100	52850	53300
TOTAL NUMBER	2186	1912	1007	824	649	603	394	529	1092
OVER $88000	0	2	5	3	10	10	15	15	65
UNDER $17000	0	0	0	1	0	0	0	1	0

LEGEND

▮▮▮▮▮▮▮▮▮▮	Upper Decile
— — — — —	Upper Quartile
━━━━━━	Median
– – – – –	Lower Quartile
▮▮▮▮▮▮▮▮▮▮	Lower Decile


SUPERVISORS


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	37700	39250	40800	42400	44050	45700	47350	49050
UPPER QUARTILE	0	34900	36250	37650	39050	40450	41850	43250	44650
MEDIAN	0	32200	33450	34650	35850	37100	38300	39450	40600
LOWER QUARTILE	0	29350	30650	31900	33150	34300	35450	36550	37550
LOWER DECILE	0	27800	29000	30150	31300	32350	33350	34250	35150
MEAN	0	32750	34000	35300	36550	37850	39100	40350	41550
TOTAL NUMBER	2	15	25	44	49	61	109	126	149
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52400	57350	62050	66400	70200	73400	76000	78500	80850
UPPER QUARTILE	47450	51450	55050	58150	60700	62700	64150	65350	66200
MEDIAN	42850	45950	48600	50800	52500	53750	54650	55350	55850
LOWER QUARTILE	39450	41800	43600	44950	45950	46600	47050	47400	47600
LOWER DECILE	36650	38450	39750	40700	41300	41700	41950	42150	42250
MEAN	43950	47200	50050	52450	54350	55800	56850	57750	58500
TOTAL NUMBER	813	946	551	443	396	383	239	340	767
OVER $88000	0	2	5	3	10	10	15	14	65
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29950	31700	33400	35050	36650	38150	39600	40950	42250
UPPER QUARTILE	28250	29900	31450	33000	34450	35850	37150	38350	39450
MEDIAN	26700	28200	29650	31050	32300	33500	34600	35550	36450
LOWER QUARTILE	25650	26850	28050	29150	30200	31150	32050	32850	33600
LOWER DECILE	24950	25900	26750	27600	28400	29150	29850	30450	31050
MEAN	27100	28550	29900	31200	32450	33600	34700	35700	36600
TOTAL NUMBER	468	857	968	801	660	621	508	444	395
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	0	0	0	1	0	0	0	0

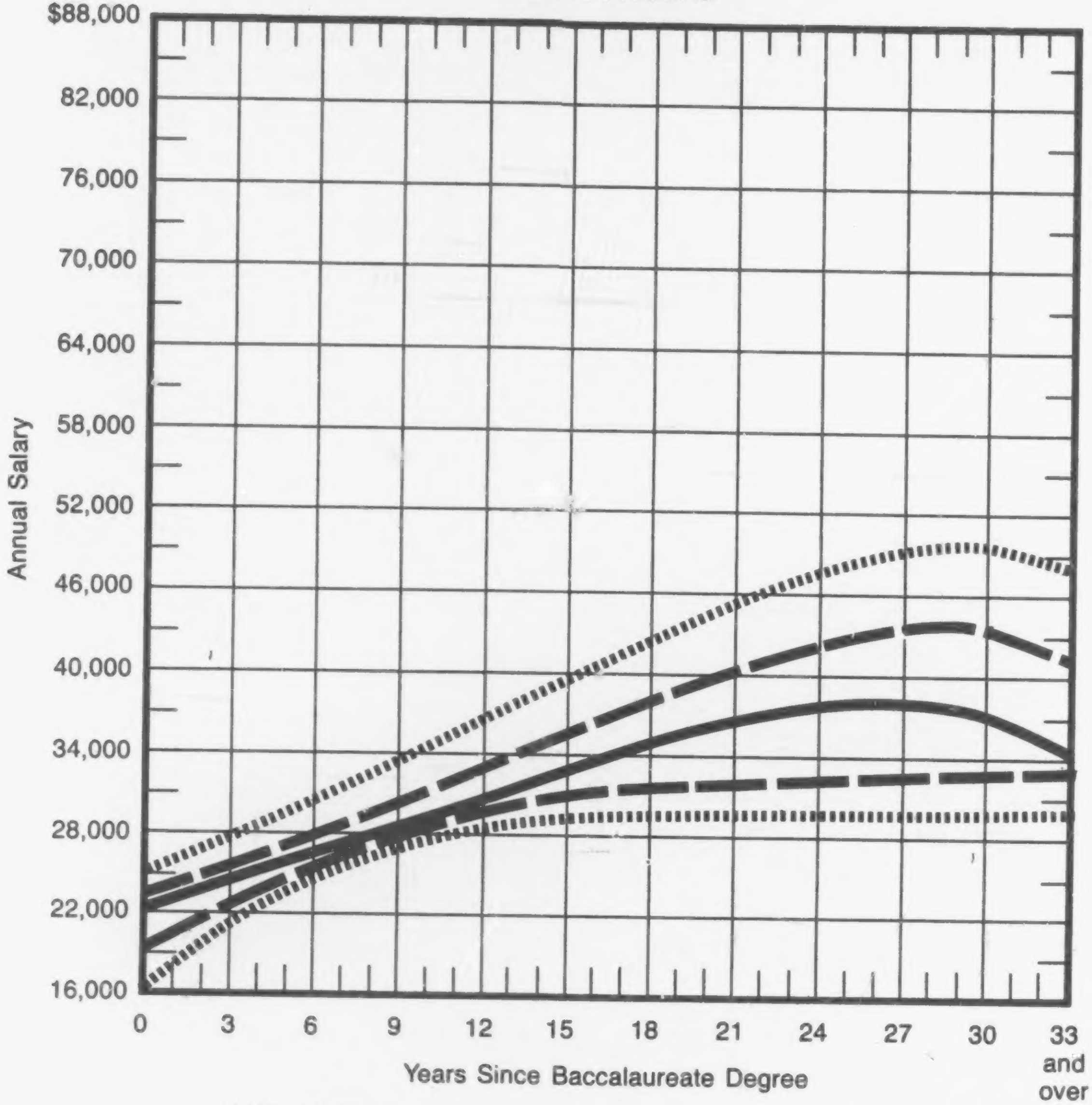
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44550	47300	49350	50750	51750	52400	52750	53050	53150
UPPER QUARTILE	41350	43600	45150	46200	46900	47300	47550	47700	47750
MEDIAN	38000	39700	40850	41550	42000	42250	42400	42450	42500
LOWER QUARTILE	34850	36150	37000	37500	37750	37850	37900	37950	37950
LOWER DECILE	32050	33150	33850	34300	34500	34600	34600	34600	34550
MEAN	38200	40000	41300	42150	42700	43050	43250	43400	43450
TOTAL NUMBER	1373	966	456	381	253	220	155	189	325
OVER $88000	0	0	0	0	0	0	0	1	0
UNDER $17000	0	0	0	1	0	0	0	1	0

LEGEND

┅┅┅┅ Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
┅┅┅┅ Lower Decile

CURVES AND TABLES FOR GOVERNMENT

FEDERAL GOVERNMENT
ALL ENGINEERS

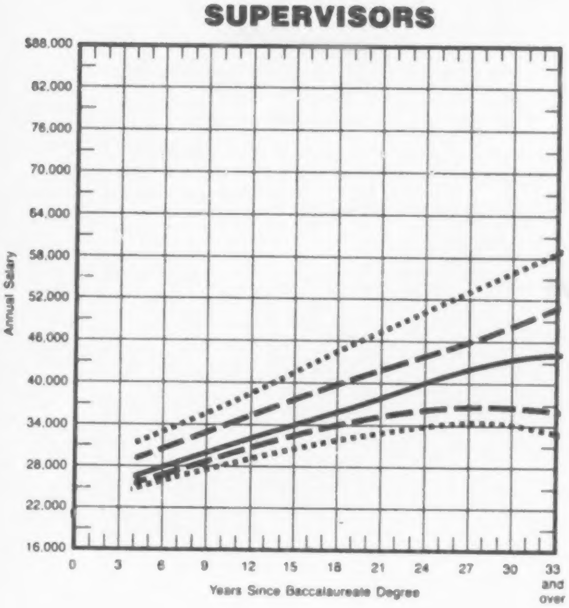


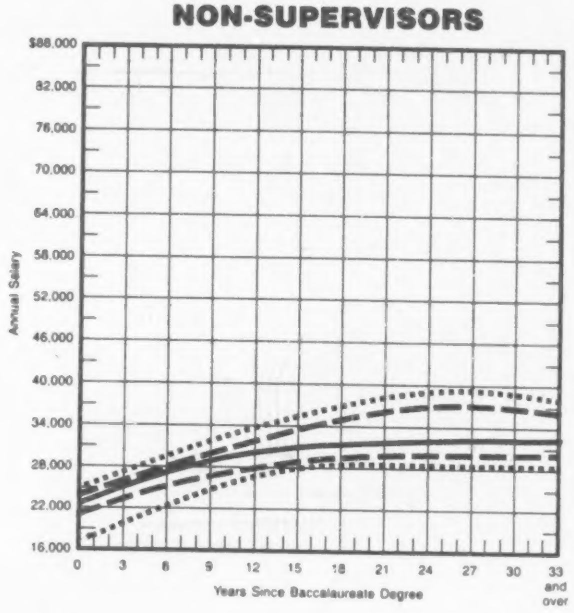
LEGEND

▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮ Upper Decile
— — — — — Upper Quartile
▬▬▬▬▬ Median
– — – — – Lower Quartile
▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮ Lower Decile

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25500	26250	27050	27850	28700	29550	30450	31300	32250
UPPER QUARTILE	24150	24900	25600	26350	27100	27850	28650	29450	30250
MEDIAN	22700	23400	24050	24750	25450	26200	26900	27650	28350
LOWER QUARTILE	19750	20950	22150	23250	24350	25300	26250	27050	27850
LOWER DECILE	16900	19000	20900	22600	24050	25250	26200	27000	27600
MEAN	23050	23750	24450	25150	25900	26650	27400	28150	28900
TOTAL NUMBER	62	85	77	84	191	209	127	144	113
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	34100	37000	39900	42700	45250	47400	49000	50000	48450
UPPER QUARTILE	31850	34300	36700	38900	40850	42300	43250	43550	41350
MEDIAN	29800	31950	33950	35650	36950	37750	38000	37400	34150
LOWER QUARTILE	29150	30600	31600	32250	32650	32850	33000	33050	33050
LOWER DECILE	28500	29200	29500	29650	29700	29750	29750	29750	29750
MEAN	30400	32600	34650	36400	37750	38650	39000	38650	36300
TOTAL NUMBER	248	234	236	197	218	177	157	89	54
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0


SUPERVISORS


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	32500	33250	34000	34750	35550
UPPER QUARTILE	0	0	0	0	29700	30350	31050	31750	32450
MEDIAN	0	0	0	0	27350	28000	28650	29350	30000
LOWER QUARTILE	0	0	0	0	25950	26550	27150	27750	28400
LOWER DECILE	0	0	0	0	25050	25600	26150	26650	27200
MEAN	0	0	0	0	28200	28800	29500	30150	30800
TOTAL NUMBER	0	0	2	3	6	10	13	14	16
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	37150	39650	42250	44900	47500	50100	52500	55400	58900
UPPER QUARTILE	33900	36100	38350	40600	42800	44900	46750	48850	50850
MEDIAN	31350	33450	35500	37500	39400	41100	42500	43850	44400
LOWER QUARTILE	29650	31450	33150	34650	35900	36800	37300	37300	35550
LOWER DECILE	28250	29750	31100	32350	33300	34000	34350	34300	32850
MEAN	32150	34200	36250	38200	40000	41600	42900	44100	44350
TOTAL NUMBER	58	86	109	128	151	122	67	51	14
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

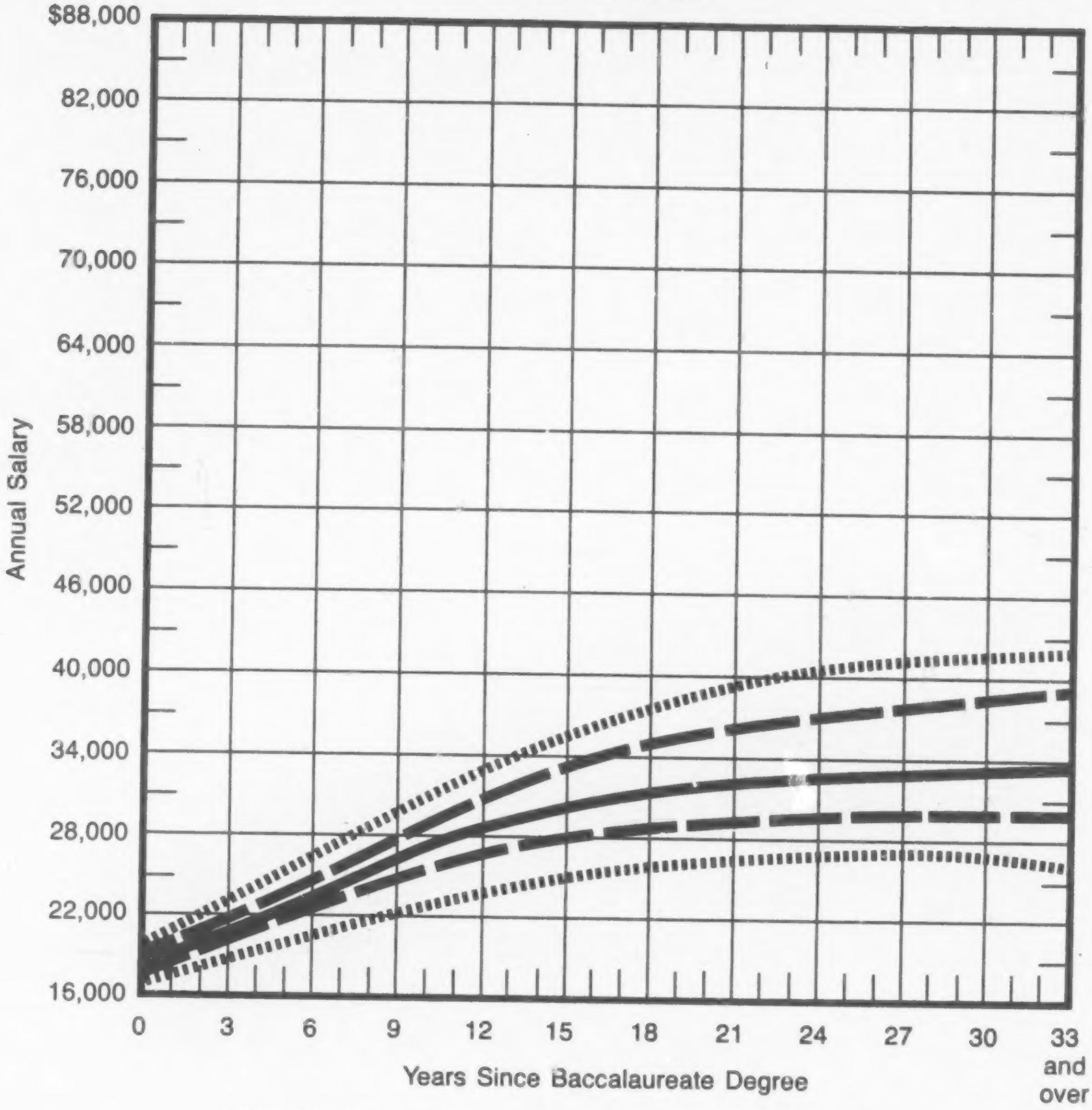
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25300	26100	26900	27650	28450	29250	30050	30800	31600
UPPER QUARTILE	24550	25150	25750	26400	27050	27650	28300	28900	29550
MEDIAN	22100	23050	23950	24800	25600	26400	27100	27750	28400
LOWER QUARTILE	19100	20750	22250	23550	24700	25700	26500	27200	27750
LOWER DECILE	16650	19000	21100	22850	24300	25450	26250	26900	27300
MEAN	22350	23350	24250	25150	26000	26800	27550	28250	28900
TOTAL NUMBER	62	85	75	81	185	199	114	130	97
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-[illegible]	[illegible]0-32	33+
UPPER DECILE	33050	35100	36800	38150	39050	39600	39700	39400	38200
UPPER QUARTILE	30800	32550	34150	35550	36650	37400	37750	37650	36200
MEDIAN	[illegible]	30800	31750	32450	32900	33200	33400	33500	33550
LOWER QUARTILE	28800	29300	29700	29900	29950	30000	30050	30050	30050
LOWER DECILE	27800	28100	28150	28200	28200	28200	28200	28200	28200
MEAN	30000	31350	32300	32950	33400	33700	33900	34000	34050
TOTAL NUMBER	190	148	127	69	67	55	90	38	40
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
▬▬▬ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪▪ Lower Decile

STATE GOVERNMENT
ALL ENGINEERS



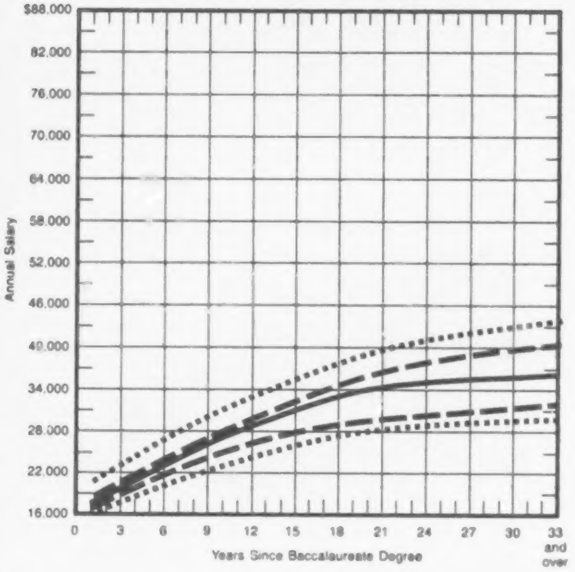
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	20850	22100	23400	24650	25900	27150	28400	29550	30700
UPPER QUARTILE	20200	21200	22250	23300	24300	25300	26300	27250	28200
MEDIAN	19400	20250	21050	21900	22750	23550	24350	25150	25900
LOWER QUARTILE	18500	19200	19900	20650	21300	22000	22700	23350	23950
LOWER DECILE	17650	18250	18850	19450	20050	20650	21200	21800	22350
MEAN	19250	20200	21150	22100	23000	23900	24750	25550	26350
TOTAL NUMBER	60	29	26	32	53	49	45	40	45
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	2	3	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	32800	35500	37650	39300	40500	41300	41850	42250	42500
UPPER QUARTILE	29950	32300	34200	35700	36800	37650	38200	38700	39000
MEDIAN	27400	29300	30850	32050	32850	33400	33700	33850	33900
LOWER QUARTILE	25150	26750	28000	28950	29600	30050	30250	30350	30350
LOWER DECILE	23400	24750	25800	26550	26950	27100	27000	26650	25900
MEAN	27850	29700	31250	32400	33250	33850	34250	34550	34750
TOTAL NUMBER	149	187	132	171	181	199	163	204	165
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	1	0	0	0	0	0	0	0

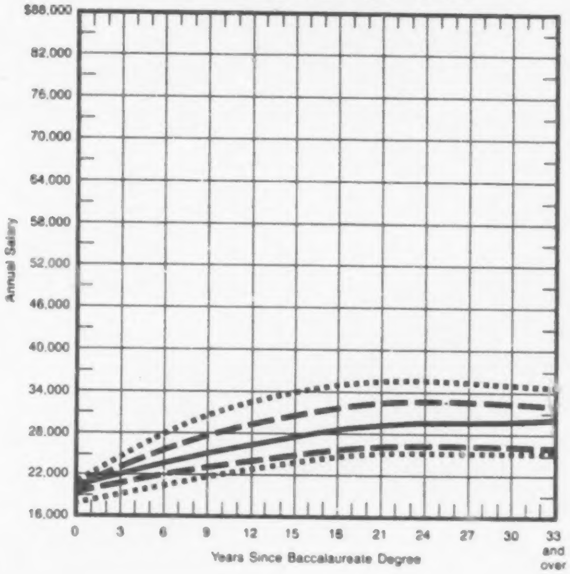
LEGEND

┅┅┅┅ Upper Decile
— — — Upper Quartile
━━━━ Median
– – – Lower Quartile
┅┅┅┅ Lower Decile

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	21150	22450	23750	25100	26400	27700	29000	30200
UPPER QUARTILE	0	18450	19750	21100	22500	23850	25150	26450	27750
MEDIAN	0	17800	19000	20150	21300	22450	23550	24650	25650
LOWER QUARTILE	0	17000	18100	19200	20300	21300	22300	23250	24150
LOWER DECILE	0	16100	17200	18250	19300	20350	21300	22250	23100
MEAN	0	18100	19300	20500	21700	22900	24050	25150	26200
TOTAL NUMBER	2	7	8	7	12	20	9	13	21
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	32550	35650	38150	40100	41550	42550	43250	43750	44050
UPPER QUARTILE	30100	33150	35500	37250	38500	39350	39850	40250	40400
MEDIAN	27600	30100	32050	33500	34550	35250	35700	36000	36150
LOWER QUARTILE	25800	27800	29250	30300	31000	31450	31700	31900	31950
LOWER DECILE	24600	26300	27500	28200	28650	28850	29000	29050	29100
MEAN	28200	30700	32600	33950	34950	35550	36000	36250	36400
TOTAL NUMBER	92	126	80	112	118	139	119	141	118
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	1	0	0	0	0	0	0	0

NON-SUPERVISORS

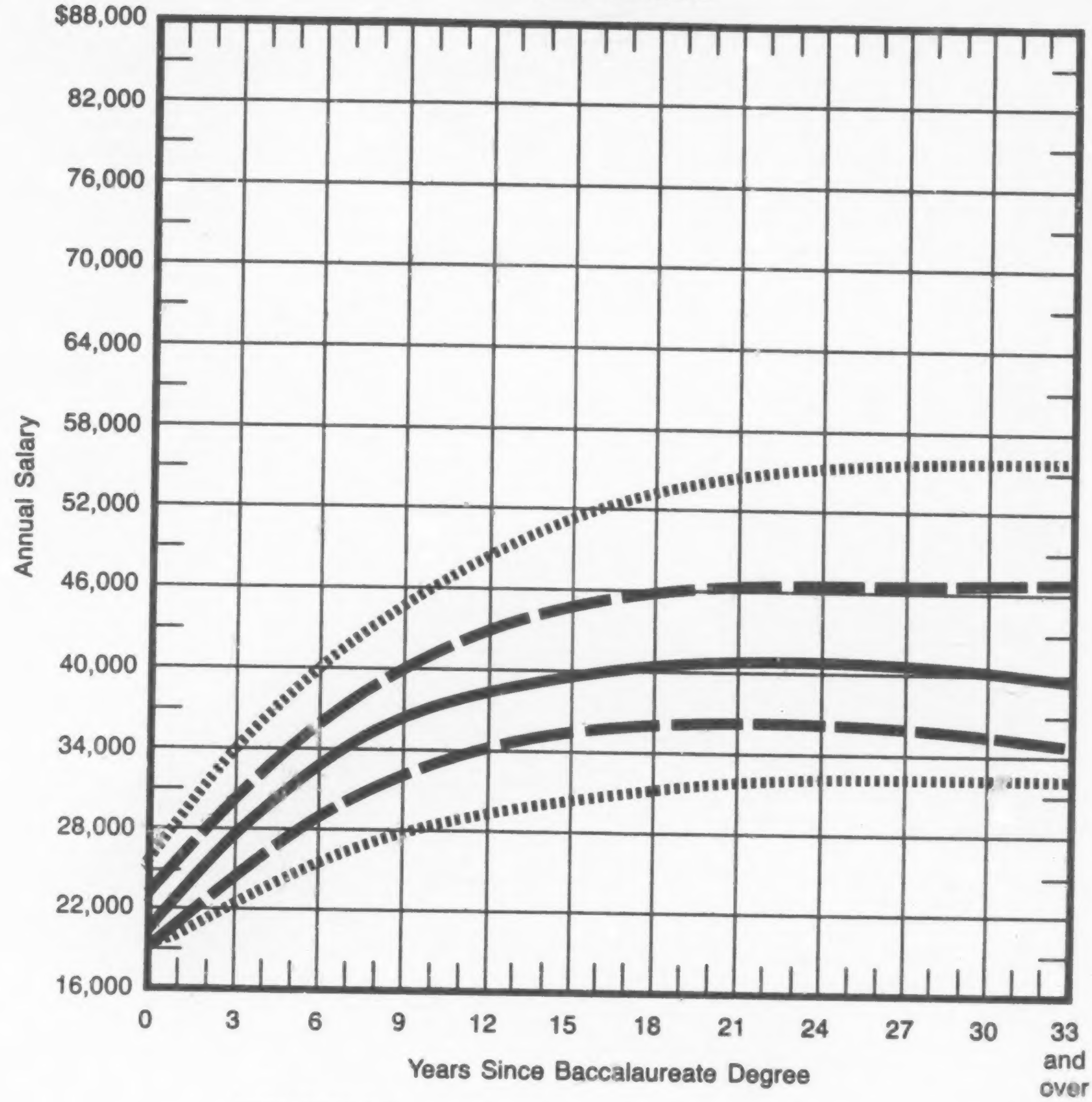
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	20550	22150	23750	25300	26750	28100	29350	30450	31400
UPPER QUARTILE	20250	21350	22400	23450	24500	25500	26450	27350	28150
MEDIAN	19700	20550	21400	22150	22900	23650	24300	24950	25550
LOWER QUARTILE	19250	19800	20400	21000	21550	22050	22600	23100	23550
LOWER DECILE	17200	17900	18550	19150	19800	20400	20950	21500	22000
MEAN	19600	20550	21500	22400	23300	24100	24850	25550	26250
TOTAL NUMBER	58	22	18	25	41	29	36	27	24
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	2	3	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	32900	34200	34800	34950	34900	34800	34700	34650	34600
UPPER QUARTILE	29650	31350	32400	33000	33200	33150	33050	32800	32600
MEDIAN	26600	27900	28850	29500	30000	30300	30500	30650	30700
LOWER QUARTILE	24400	25450	26200	26650	26850	26800	26600	26250	25600
LOWER DECILE	22950	24050	24800	25250	25500	25500	25450	25250	25000
MEAN	27350	28600	29350	29750	29950	30000	30000	29950	29850
TOTAL NUMBER	57	61	52	59	63	60	44	63	47
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪▪ Lower Decile

LOCAL GOVERNMENT
ALL ENGINEERS

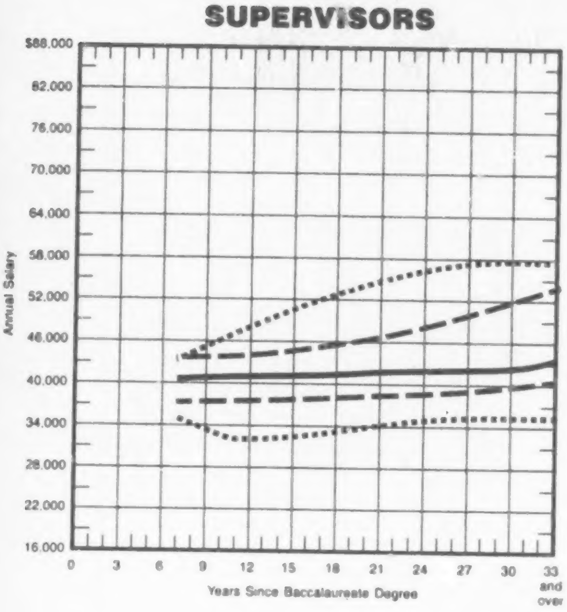


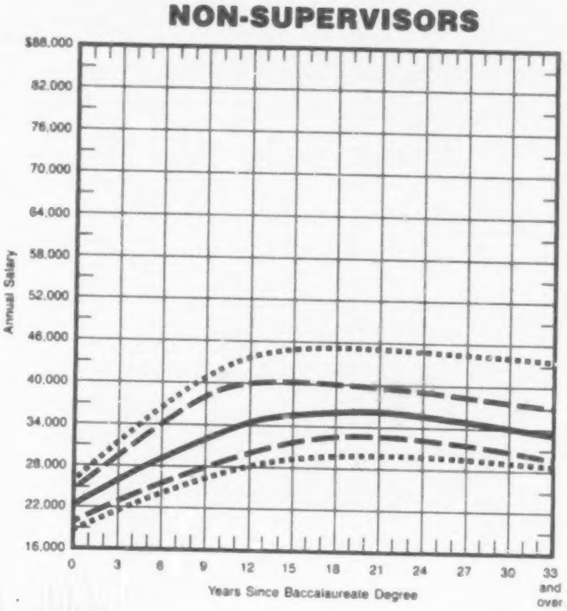
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25450	27900	30400	32900	35250	37550	39700	41700	43550
UPPER QUARTILE	22950	25300	27600	29900	32100	34200	36100	37800	39350
MEDIAN	21300	23450	25550	27600	29550	31350	33000	34450	35700
LOWER QUARTILE	19200	20950	22700	24400	26050	27650	29100	30400	31550
LOWER DECILE	19200	20300	21400	22450	23500	24450	25400	26300	27100
MEAN	21450	23600	25700	27800	29750	31600	33250	34750	36000
TOTAL NUMBER	17	7	6	27	20	19	7	42	22
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46700	50200	52500	53950	54750	55250	55450	55600	55650
UPPER QUARTILE	41800	44100	45300	45850	46100	46150	46200	46200	46200
MEDIAN	37600	39250	39950	40150	40150	40050	40000	39950	39950
LOWER QUARTILE	33400	35000	35700	35800	35650	35450	35250	35100	35050
LOWER DECILE	28550	30200	31300	31900	32250	32400	32450	32450	32400
MEAN	38050	40000	40950	41400	41600	41700	41700	41750	41750
TOTAL NUMBER	45	37	50	25	35	52	26	40	47
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮ Upper Decile
— — — — Upper Quartile
▬▬▬▬ Median
— — — — Lower Quartile
▮▮▮▮▮▮▮▮ Lower Decile





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	44800	45700
UPPER QUARTILE	0	0	0	0	0	0	0	44900	44350
MEDIAN	0	0	0	0	0	0	0	40550	40550
LOWER QUARTILE	0	0	0	0	0	0	0	37850	37850
LOWER DECILE	0	0	0	0	0	0	0	36400	33650
MEAN	0	0	0	0	0	0	0	40550	40800
TOTAL NUMBER	0	0	0	0	3	0	3	32	9
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47400	49900	52250	54350	56150	57550	58500	58950	57400
UPPER QUARTILE	43750	43900	44900	46350	48050	49750	51350	52950	54250
MEDIAN	40550	40600	40750	40950	41200	41550	41950	42600	44100
LOWER QUARTILE	37900	38000	38200	38400	38600	38900	39250	39750	40900
LOWER DECILE	31850	32300	33550	34550	35150	35450	35550	35600	35600
MEAN	41300	42050	42700	43350	44000	44550	45050	45600	46400
TOTAL NUMBER	10	28	9	17	19	32	12	33	35
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25000	27850	30650	33350	35850	38100	0	41600	42900
UPPER QUARTILE	23150	25650	28100	30500	32750	34750	0	38000	39150
MEDIAN	21750	23350	24900	26450	27950	29350	0	31850	32900
LOWER QUARTILE	19850	21000	22150	23300	24450	25550	0	27600	28550
LOWER DECILE	19400	20250	21100	21950	22800	23650	0	25300	26050
MEAN	21750	23600	25450	27250	28950	30500	0	33200	34250
TOTAL NUMBER	17	7	6	27	17	19	4	10	13
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44550	45350	45150	44600	44050	43650	43400	43250	43200
UPPER QUARTILE	40600	41200	40700	39900	39150	38550	38150	37850	37750
MEDIAN	34550	36000	36450	36250	35800	35250	34750	34250	33900
LOWER QUARTILE	30200	31950	32900	33200	33050	32600	32100	31450	30800
LOWER DECILE	27500	29250	30500	31200	31450	31300	30900	30200	29150
MEAN	35850	37000	37200	36850	36350	35900	35550	35250	35050
TOTAL NUMBER	34	8	41	8	16	20	13	7	12
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪ Lower Decile

REGIONAL CURVES AND TABLES

REGIONAL BREAKDOWNS

NEW ENGLAND

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

MIDDLE ATLANTIC

New Jersey
New York
Pennsylvania

EAST NORTH CENTRAL

Illinois
Indiana
Michigan
Ohio
Wisconsin

WEST NORTH CENTRAL

Iowa
Kansas
Minnesota
Missouri
Nebraska
North Dakota
South Dakota

SOUTH ATLANTIC

Delaware
District of Columbia
Florida
Georgia
Maryland

SOUTH ATLANTIC (cont'd)

North Carolina
South Carolina
Virginia
West Virginia

EAST SOUTH CENTRAL

Alabama
Kentucky
Mississippi
Tennessee

WEST SOUTH CENTRAL

Arkansas
Louisiana
Oklahoma
Texas

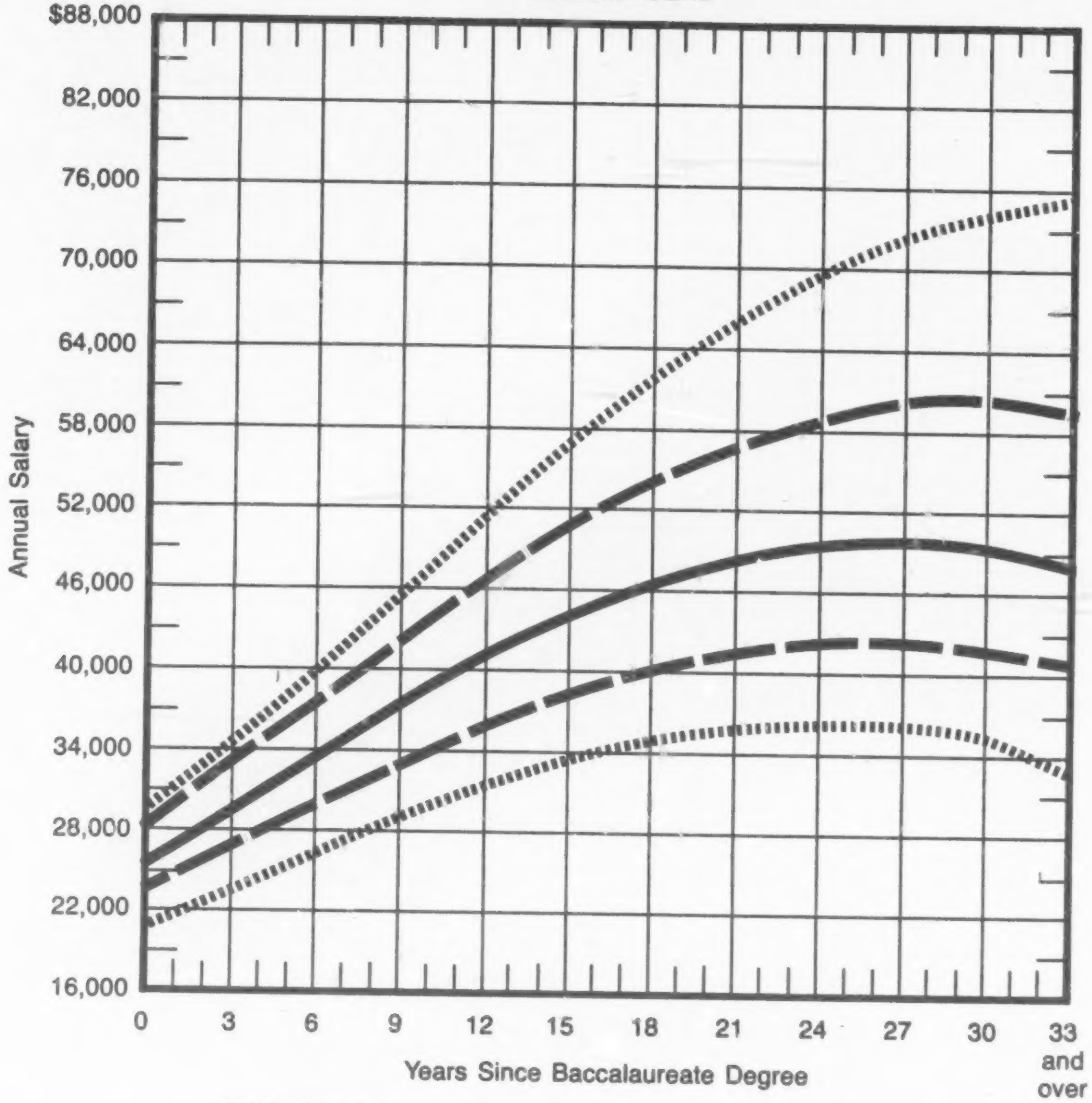
MOUNTAIN

Arizona
Colorado
Idaho
Montana
Nevada
New Mexico
Utah
Wyoming

PACIFIC

Alaska
California
Hawaii
Oregon
Washington

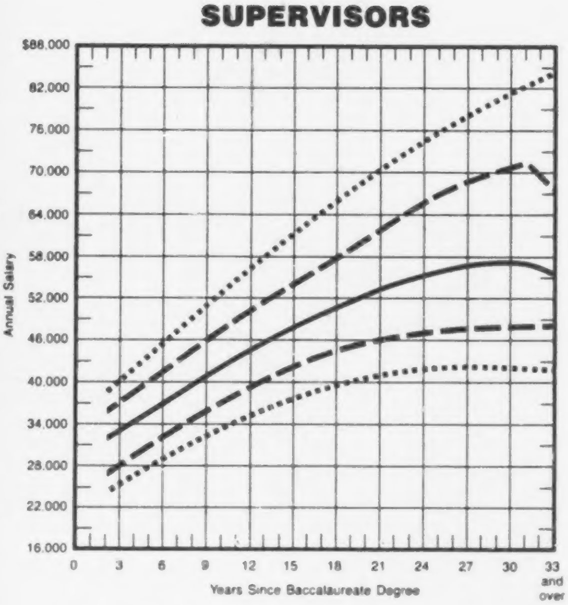
NEW ENGLAND
ALL ENGINEERS

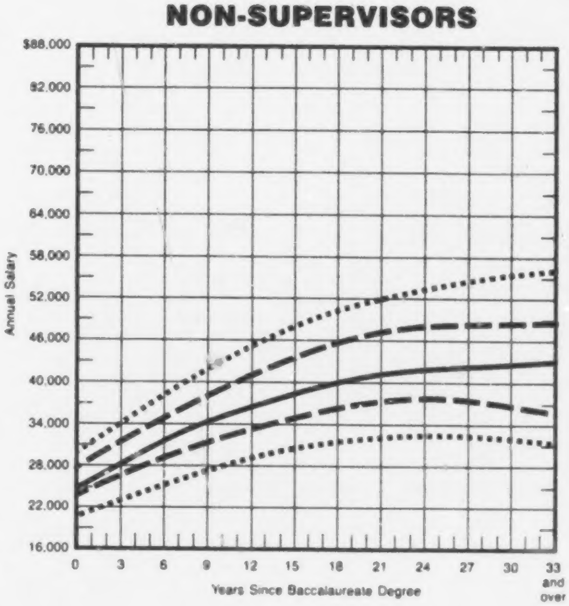


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29950	31700	33500	35350	37200	39100	41050	42950	44900
UPPER QUARTILE	28200	29600	31000	32450	33950	35500	37050	38600	40150
MEDIAN	25600	26850	28100	29450	30750	32100	33450	34750	36100
LOWER QUARTILE	24000	25000	26000	27000	28000	29050	30050	31050	32050
LOWER DECILE	21600	22400	23200	24000	24800	25650	26450	27250	28100
MEAN	25850	27100	28350	29600	30950	32250	33600	34950	36300
TOTAL NUMBER	296	389	500	551	498	433	462	431	440
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	10	5	7	5	8	16	12	4	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48750	54300	59400	63800	67500	70400	72500	74300	75350
UPPER QUARTILE	43300	47800	51800	55100	57500	59050	59800	59850	58900
MEDIAN	38650	42200	45100	47250	48650	49350	49500	49100	48050
LOWER QUARTILE	34000	36650	38900	40600	41700	42250	42350	41950	40750
LOWER DECILE	29650	31800	33600	34950	35850	36200	36100	35450	33700
MEAN	38950	42700	46000	48650	50550	51700	52200	52100	51200
TOTAL NUMBER	1465	1437	1046	990	798	897	560	605	1138
OVER $88000	0	0	2	27	12	26	28	27	51
UNDER $17000	12	5	9	3	12	8	4	9	7

NEW ENGLAND


SUPERVISORS


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	39550	41100	42600	44200	45850	47550	49250
UPPER QUARTILE	0	0	36700	37900	39100	40350	41600	42900	44250
MEDIAN	0	0	32900	34000	35150	36300	37500	38700	39900
LOWER QUARTILE	0	0	27200	28900	30500	32100	33600	35050	36450
LOWER DECILE	0	0	23800	25150	26500	27850	29150	30450	31700
MEAN	0	0	32550	33750	35050	36300	37600	38950	40250
TOTAL NUMBER	2	2	13	28	52	42	72	90	101
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	4	1	5	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52800	58250	63800	69100	74000	78150	81350	84000	84650
UPPER QUARTILE	47000	51250	55600	59850	63700	67000	69400	70800	68100
MEDIAN	42300	45900	49300	52350	54800	56550	57500	57550	55050
LOWER QUARTILE	38900	41950	44200	45800	46850	47550	47950	48200	48250
LOWER DECILE	34050	37050	39300	40850	41800	42300	42500	42550	42500
MEAN	42900	46850	50550	53750	56400	58300	59400	59850	58700
TOTAL NUMBER	417	711	576	608	447	492	290	311	588
OVER $88000	0	0	2	27	11	25	26	27	50
UNDER $17000	2	2	6	3	4	7	1	8	4

NON-SUPERVISORS

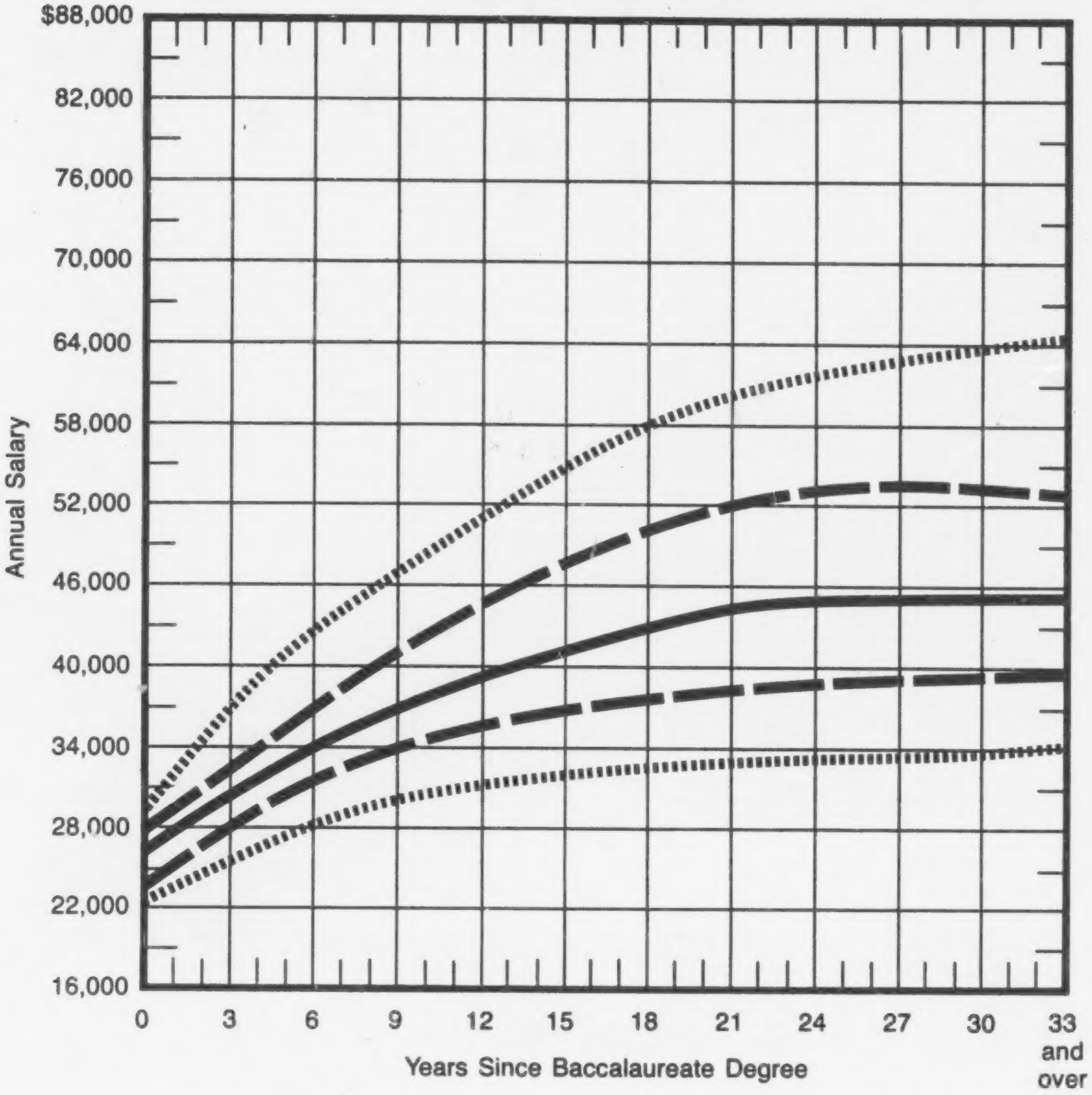
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29800	31500	33250	34950	36600	38200	39750	41250	42650
UPPER QUARTILE	27900	29400	30900	32350	33750	35100	36400	37600	38750
MEDIAN	25450	26800	28100	29350	30550	31750	32850	33850	34850
LOWER QUARTILE	24350	25200	26050	26900	27750	28550	29400	30200	31000
LOWER DECILE	21750	22500	23200	23950	24650	25350	26050	26700	27350
MEAN	25650	27000	28250	29500	30700	31850	32950	34000	35000
TOTAL NUMBER	294	386	487	523	446	390	390	341	339
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	10	5	7	5	4	15	7	3	5

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45200	48350	50750	52500	53700	54500	55050	55400	55550
UPPER QUARTILE	40850	43400	45350	46750	47700	48300	48650	48900	48950
MEDIAN	36550	38700	40250	41400	42150	42650	42950	43150	43250
LOWER QUARTILE	32450	34450	36000	37050	37650	37800	37550	36900	35400
LOWER DECILE	28600	30150	31400	32200	32650	32800	32650	32200	31300
MEAN	36750	38950	40600	41800	42600	43100	43450	43650	43700
TOTAL NUMBER	1047	726	470	382	350	404	270	293	550
OVER $88000	0	0	0	0	1	0	1	0	1
UNDER $17000	10	3	3	0	8	1	3	1	3

LEGEND

••••••••• Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
••••••••• Lower Decile

MIDDLE ATLANTIC
ALL ENGINEERS



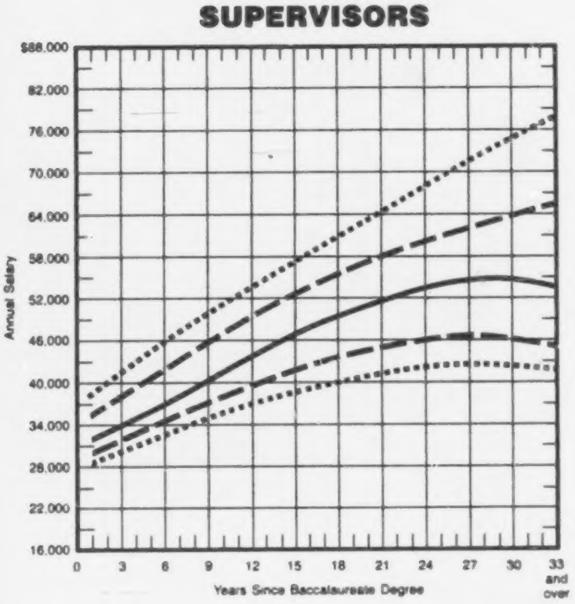
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29750	31700	33650	35600	37550	39500	41400	43250	45050
UPPER QUARTILE	28300	29750	31200	32700	34150	35650	37150	38650	40050
MEDIAN	26050	27550	29000	30400	31750	33050	34300	35450	36550
LOWER QUARTILE	24500	25800	27050	28300	29450	30500	31500	32450	33300
LOWER DECILE	22400	23400	24350	25250	26100	26900	27600	28300	28950
MEAN	26200	27700	29150	30600	32000	33350	34650	35900	37050
TOTAL NUMBER	539	843	862	702	660	596	802	692	587
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

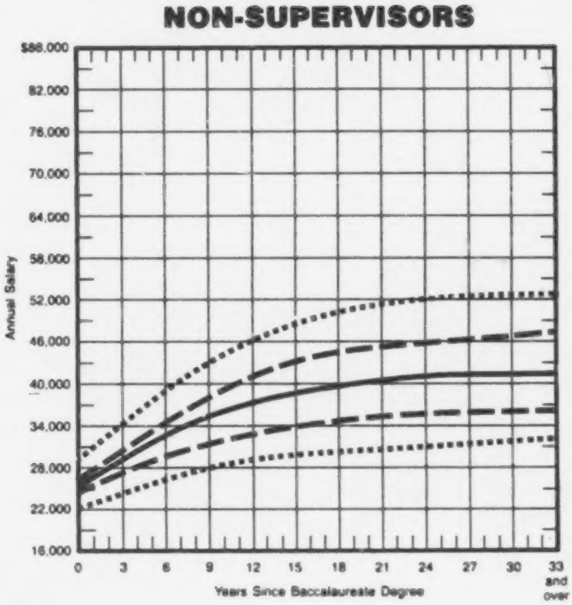
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48400	52800	56300	59000	60950	62300	63200	63800	64100
UPPER QUARTILE	42800	46500	49400	51500	52800	53450	53600	53350	52750
MEDIAN	38500	40850	42550	43750	44500	44950	45200	45350	45350
LOWER QUARTILE	34800	36500	37650	38400	38900	39200	39400	39500	39550
LOWER DECILE	30050	31400	32350	33000	33450	33750	33900	34050	34100
MEAN	39200	41850	43850	45350	46400	47100	47500	47800	47900
TOTAL NUMBER	2459	2505	1930	1299	1235	1732	857	1203	1890
OVER $88000	0	1	1	4	7	10	8	20	33
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮▮▮▮▮▮▮ Upper Decile
— — — — — Upper Quartile
━━━━━━ Median
– – – – – – Lower Quartile
▮▮▮▮▮▮▮▮▮▮▮▮▮▮ Lower Decile

MIDDLE ATLANTIC





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	38750	40250	41700	43200	44750	46250	47800	49350
UPPER QUARTILE	0	35350	36700	38000	39300	40650	42000	43300	44650
MEDIAN	0	32150	33200	34250	35300	36400	37500	38600	39700
LOWER QUARTILE	0	29900	30750	31650	32500	33400	34250	35150	36000
LOWER DECILE	0	28500	29350	30150	31000	31800	32600	33350	34150
MEAN	0	33250	34300	35400	36500	37600	38700	39800	40900
TOTAL NUMBER	1	8	24	31	76	63	86	93	121
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52450	57000	61300	65200	68650	71500	73800	76100	78200
UPPER QUARTILE	47250	50900	54250	57100	59450	61300	62650	63800	64600
MEDIAN	41900	45100	48050	50600	52650	54050	54900	55100	53750
LOWER QUARTILE	37700	40050	42200	43950	45250	46100	46500	46400	45050
LOWER DECILE	35550	37500	39150	40400	41300	41850	42150	42150	41750
MEAN	43100	46250	49150	51700	53750	55300	56300	56850	56450
TOTAL NUMBER	733	942	721	611	382	654	362	456	668
OVER $88000	0	1	1	4	7	10	8	19	32
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

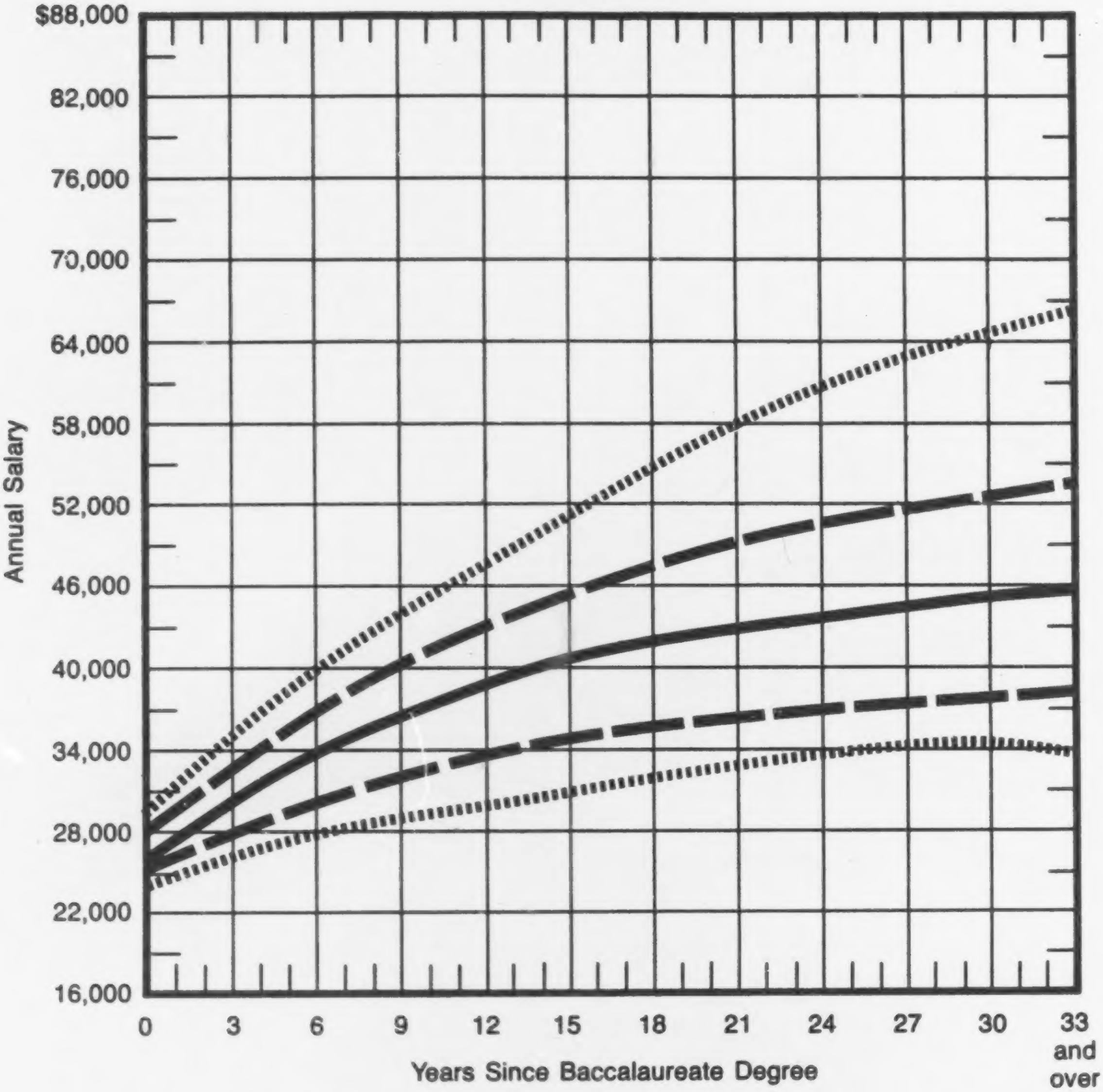
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29500	31450	33300	35150	36850	38500	40050	41500	42850
UPPER QUARTILE	27750	29450	31150	32750	34250	35700	37000	38200	39300
MEDIAN	26000	27500	28950	30300	31600	32800	33850	34850	35750
LOWER QUARTILE	24700	25900	26950	28000	28950	29850	30650	31400	32100
LOWER DECILE	22100	23200	24200	25150	26050	26850	27550	28200	28750
MEAN	26100	27600	29050	30400	31700	32900	34000	35000	35950
TOTAL NUMBER	537	835	837	670	583	533	716	598	466
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45150	47900	49750	51000	51800	52250	52450	52600	52650
UPPER QUARTILE	41250	43400	44850	45850	46400	46750	46950	47050	47050
MEDIAN	37250	38900	39950	40600	41050	41300	41400	41500	41550
LOWER QUARTILE	33250	34500	35400	35950	36350	36550	36700	36750	36800
LOWER DECILE	29700	30750	31400	31850	32100	32250	32350	32400	32400
MEAN	37550	39350	40550	41350	41900	42200	42350	42450	42500
TOTAL NUMBER	1725	1562	1208	687	852	1078	494	746	1221
OVER $88000	0	0	0	0	0	0	0	1	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮▮	Upper Decile
— — —	Upper Quartile
▬▬▬	Median
— — —	Lower Quartile
▮▮▮▮▮▮▮▮▮	Lower Decile

EAST NORTH CENTRAL
ALL ENGINEERS

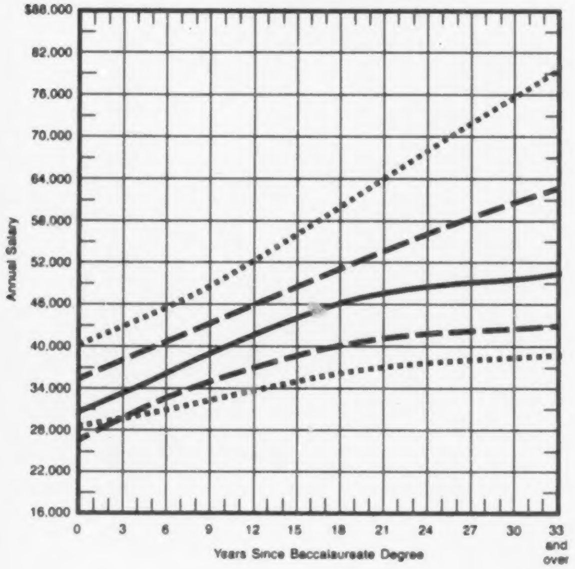


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30250	31750	33300	34850	36400	37950	39500	41050	42600
UPPER QUARTILE	28300	29650	31000	32350	33700	35050	36350	37650	38950
MEDIAN	26700	27850	29000	30100	31200	32300	33350	34350	35300
LOWER QUARTILE	25650	26450	27250	28050	28800	29550	30300	31000	31650
LOWER DECILE	24700	25100	25550	26000	26450	26850	27300	27750	28150
MEAN	27150	28250	29350	30400	31500	32550	33600	34600	35600
TOTAL NUMBER	750	712	848	951	842	755	771	748	747
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	13	0	0	1	0	0	0	0

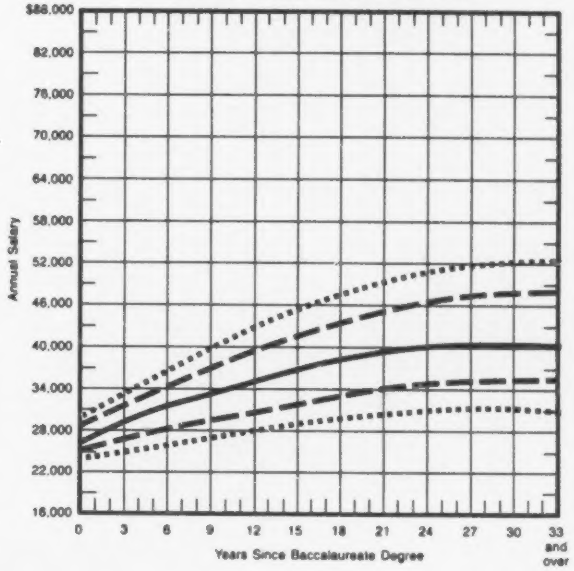
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45650	49900	53700	56950	59650	61750	63350	64800	65850
UPPER QUARTILE	41350	44550	47250	49400	51000	52150	52950	53550	54000
MEDIAN	37100	39400	41300	42750	43800	44600	45150	45600	45850
LOWER QUARTILE	32900	34550	35850	36800	37500	38000	38300	38500	38600
LOWER DECILE	29000	30200	31300	32300	33100	33750	34150	34350	33650
MEAN	37500	40050	42200	43950	45350	46400	47150	47850	48350
TOTAL NUMBER	2100	1799	1622	1250	995	876	721	1135	1943
OVER $88000	0	1	1	8	5	1	22	31	55
UNDER $17000	0	0	0	0	0	0	0	0	0

EAST NORTH CENTRAL

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	40900	41850	42800	43750	44750	45800	46850	47900	48950
UPPER QUARTILE	36650	37500	38350	39200	40050	40950	41800	42700	43650
MEDIAN	30950	32100	33250	34350	35450	36550	37550	38550	39500
LOWER QUARTILE	27300	28600	29850	31100	32250	33350	34350	35300	36200
LOWER DECILE	28250	28900	29550	30150	30750	31350	31900	32450	32950
MEAN	33750	34600	35450	36300	37150	38000	38850	39650	40500
TOTAL NUMBER	9	11	52	51	52	73	103	148	219
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51150	54600	58150	61750	65300	68800	72050	75900	80450
UPPER QUARTILE	45450	48200	50950	53600	56050	58250	60100	61850	62550
MEDIAN	41300	43700	45650	47200	48400	49300	49950	50500	50900
LOWER QUARTILE	37700	39500	40750	41650	42250	42600	42850	43000	43050
LOWER DECILE	33850	35100	36100	36900	37550	38000	38350	38700	38950
MEAN	42100	44350	46500	48400	50100	51600	52800	54100	55400
TOTAL NUMBER	536	674	608	636	476	437	565	525	941
OVER $88000	0	1	1	8	5	1	22	31	55
UNDER $17000	0	0	0	0	0	0	0	0	0

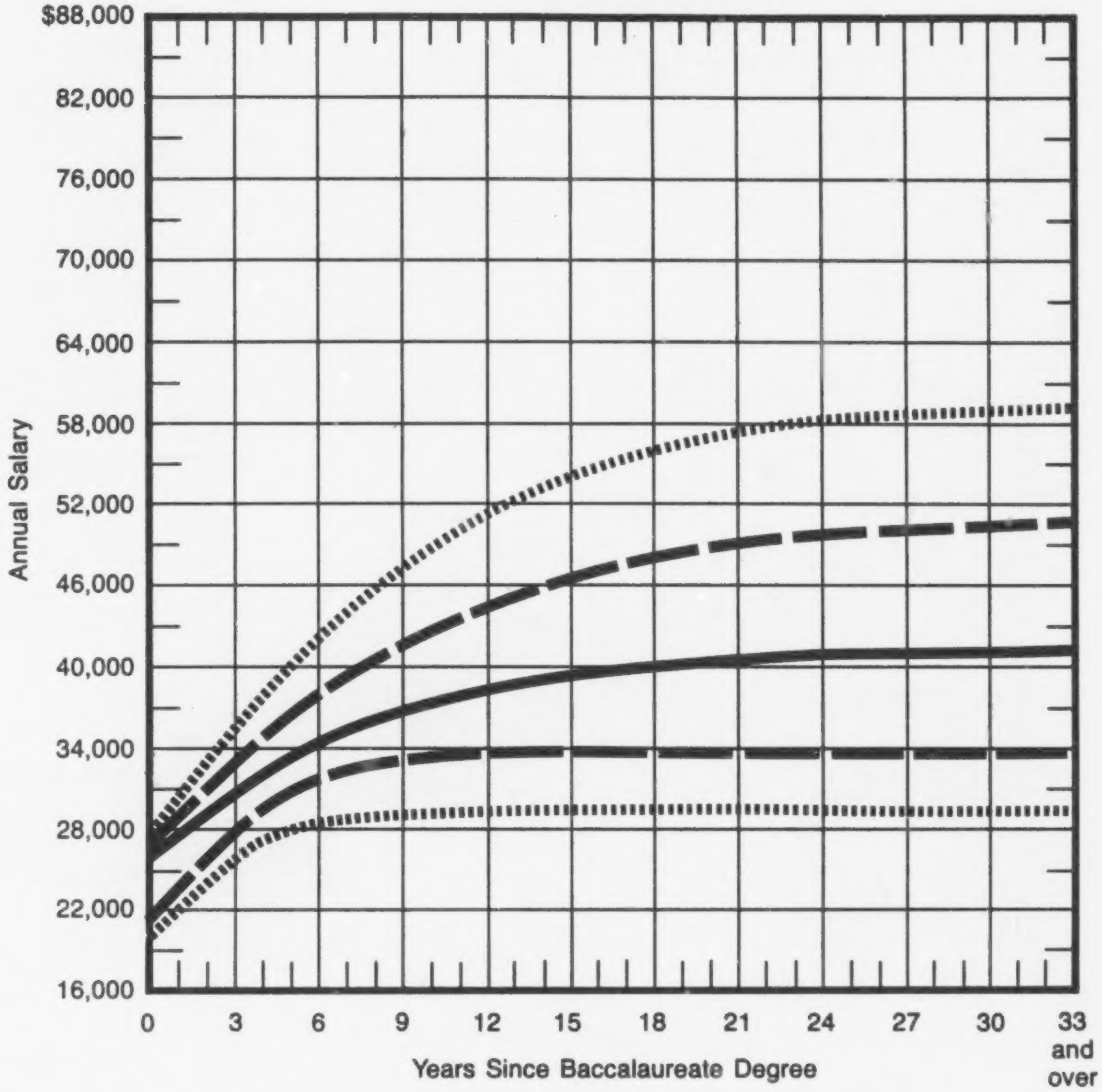
NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	31500	32850	34200	35550	36850	38150	39450	40650
UPPER QUARTILE	28500	29650	30800	31950	33050	34150	35250	36300	37350
MEDIAN	26800	27850	28850	29800	30750	31700	32600	33450	34250
LOWER QUARTILE	25800	26500	27200	27850	28500	29100	29700	30250	30750
LOWER DECILE	24850	25200	25550	25850	26200	26550	26850	27150	27500
MEAN	27150	28100	29050	30000	30900	31750	32650	33450	34250
TOTAL NUMBER	740	700	795	900	789	681	667	600	528
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	1	13	0	0	1	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42950	45950	48300	50050	51200	51950	52350	52550	52550
UPPER QUARTILE	39250	41750	43750	45300	46350	47000	47400	47600	47650
MEDIAN	35750	37550	38900	39850	40400	40700	40850	40850	40750
LOWER QUARTILE	31700	32850	33750	34400	34900	35250	35500	35700	35850
LOWER DECILE	28100	28950	29700	30350	30900	31250	31500	31600	31050
MEAN	35700	37600	39100	40200	40900	41400	41650	41800	41800
TOTAL NUMBER	1564	1125	1014	613	518	439	356	609	1001
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

·········	Upper Decile
— — —	Upper Quartile
━━━━━	Median
— — —	Lower Quartile
·········	Lower Decile

WEST NORTH CENTRAL
ALL ENGINEERS



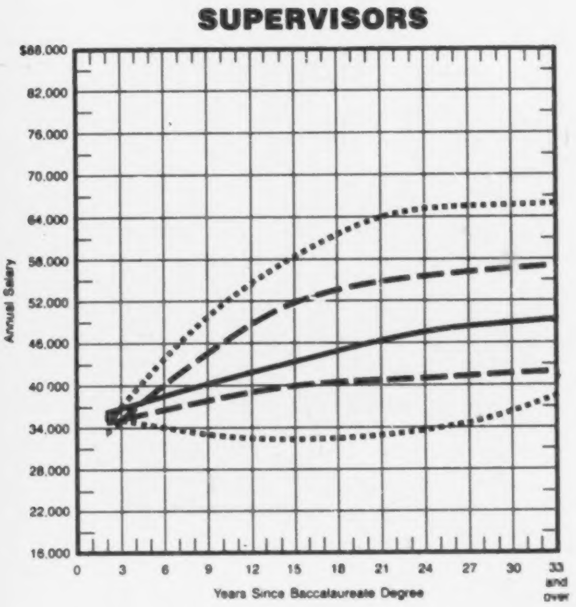
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28750	31050	33400	35700	37950	40100	42200	44100	45950
UPPER QUARTILE	27800	29550	31250	32950	34550	36100	37550	38950	40250
MEDIAN	26100	27700	29250	30650	32000	33200	34300	35300	36200
LOWER QUARTILE	21250	24800	27550	29550	31000	31950	32600	33050	33350
LOWER DECILE	20750	23850	25900	27200	27950	28400	28700	28850	28950
MEAN	25700	27400	29000	30550	32000	33350	34600	35750	36800
TOTAL NUMBER	128	245	235	213	194	177	156	188	193
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	2	3	1	0	0	0	0	0	0

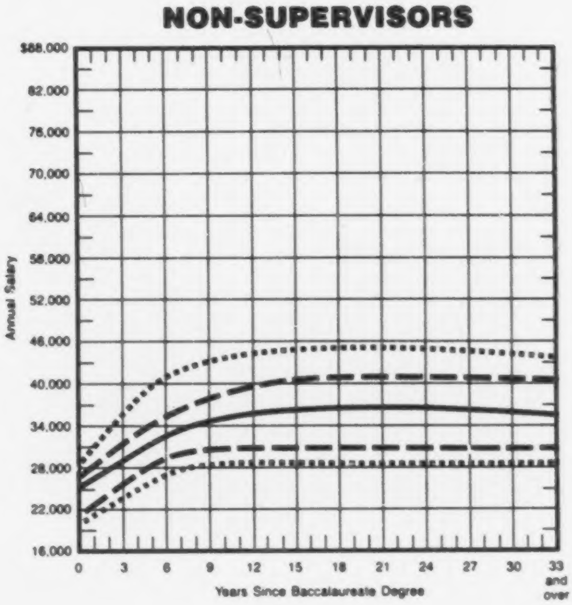
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49100	52750	55300	56950	57950	58600	58950	59150	59250
UPPER QUARTILE	42550	45300	47300	48700	49650	50250	50600	50850	50950
MEDIAN	37700	39300	40300	40950	41350	41550	41650	41750	41750
LOWER QUARTILE	33700	33900	33950	33950	33950	33950	33950	33950	33950
LOWER DECILE	29050	29100	29100	29100	29100	29100	29100	29100	29100
MEAN	38550	40500	41750	42600	43100	43400	43550	43650	43650
TOTAL NUMBER	538	500	463	466	334	451	272	287	573
OVER $88000	0	0	0	0	0	14	1	2	9
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┅┅┅┅┅ **Upper Decile**
— — — — **Upper Quartile**
━━━━━ **Median**
— — — — **Lower Quartile**
┅┅┅┅┅ **Lower Decile**

WEST NORTH CENTRAL





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	35600	38050	40400	42750	45000	47150	49200
UPPER QUARTILE	0	0	33750	35700	37600	39450	41200	42900	44450
MEDIAN	0	0	34600	35500	36400	37300	38200	39000	39850
LOWER QUARTILE	0	0	34000	34650	35250	35800	36300	36850	37300
LOWER DECILE	0	0	35200	34950	34700	34450	34250	34050	33900
MEAN	0	0	34000	35200	36400	37550	38650	39700	40650
TOTAL NUMBER	0	3	6	15	10	19	24	48	42
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52900	57400	60700	63000	64500	65450	66050	66450	66600
UPPER QUARTILE	47250	50600	52950	54600	55650	56350	56750	57050	57150
MEDIAN	41350	43400	45050	46400	47450	48150	48700	49100	49400
LOWER QUARTILE	38200	39300	40200	40900	41400	41800	42100	42300	42500
LOWER DECILE	33600	33350	33250	33300	33550	34000	34600	35750	38900
MEAN	42500	44800	46600	48000	49050	49750	50250	50650	50900
TOTAL NUMBER	164	178	236	208	217	200	177	210	294
OVER $88000	0	0	0	0	0	14	1	2	9
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

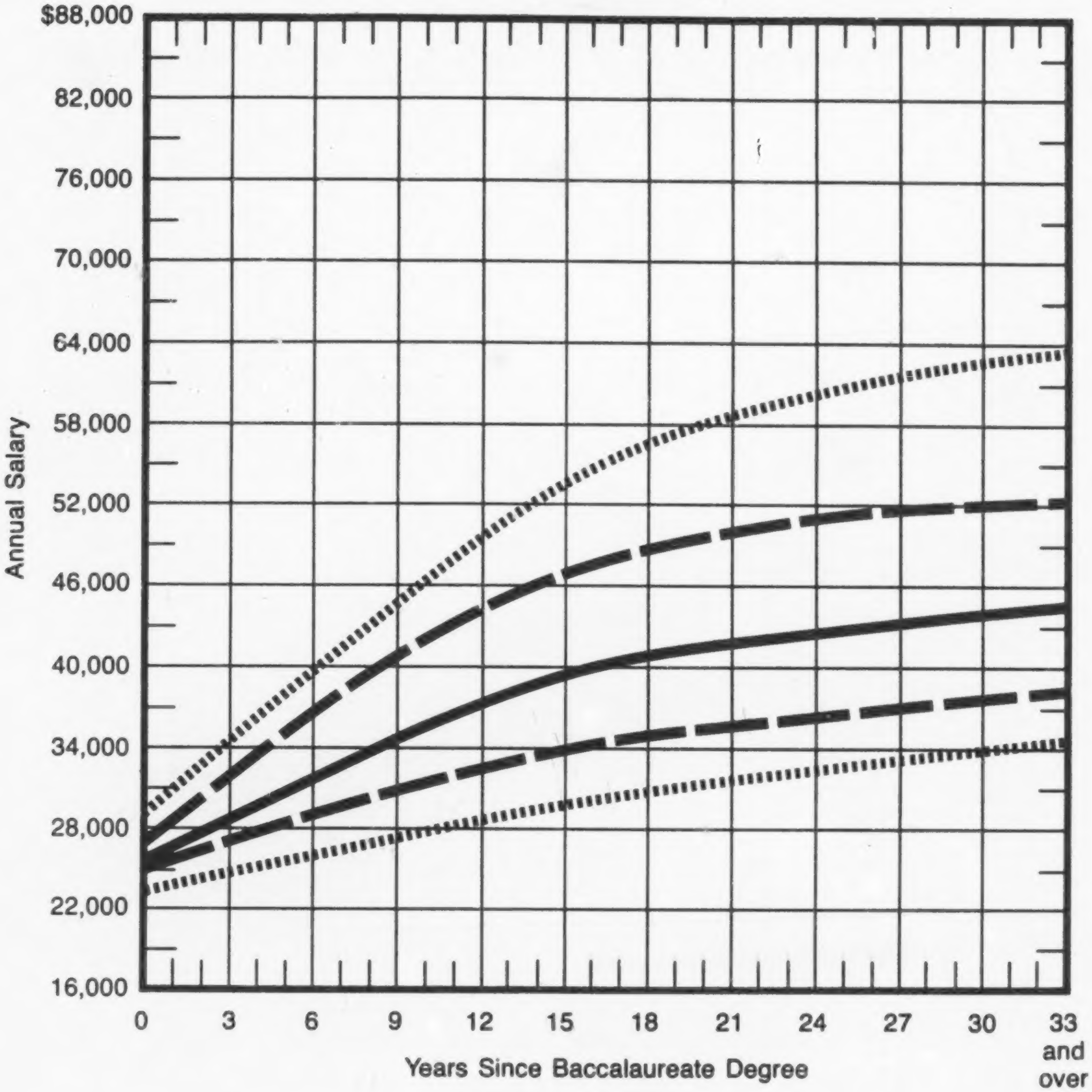
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28300	30850	33350	35650	37750	39600	41200	42450	43500
UPPER QUARTILE	26750	29250	31500	33450	35050	36350	37400	38200	38800
MEDIAN	25250	27550	29450	31000	32250	33150	33900	34450	34850
LOWER QUARTILE	20550	25400	28450	29950	30550	30650	30600	30500	30450
LOWER DECILE	20600	23900	25950	27100	27700	28000	28100	28200	28200
MEAN	24350	27200	29500	31250	32600	33600	34350	34900	35300
TOTAL NUMBER	128	242	229	197	184	157	131	139	150
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	2	3	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44850	45550	45450	45000	44550	44200	43950	43800	43750
UPPER QUARTILE	39550	40050	40200	40250	40250	40250	40250	40250	40250
MEDIAN	35400	35850	36000	36050	36100	36100	36100	36100	36100
LOWER QUARTILE	30300	30200	30200	30200	30200	30200	30200	30200	30200
LOWER DECILE	28250	28250	28250	28250	28250	28250	28250	28250	28250
MEAN	35750	36050	36150	36200	36200	36200	36200	36200	36200
TOTAL NUMBER	373	322	227	258	116	251	94	76	279
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
▪▪▪▪▪▪▪ Lower Decile

SOUTH ATLANTIC
ALL ENGINEERS



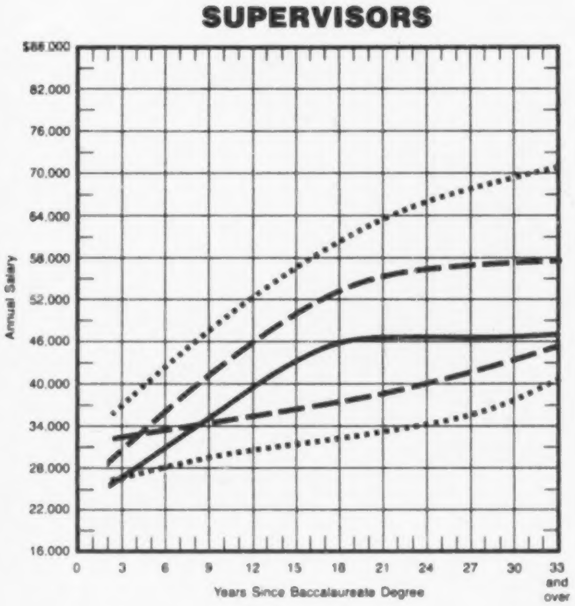
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29200	31050	32900	34750	36600	38400	40250	42000	43750
UPPER QUARTILE	27200	28900	30600	32250	33900	35450	37000	38450	39800
MEDIAN	26400	27550	28650	29750	30850	31850	32850	33800	34750
LOWER QUARTILE	25350	26050	26700	27400	28050	28700	29300	29900	30500
LOWER DECILE	23450	23900	24350	24800	25250	25700	26150	26600	27000
MEAN	26200	27400	28600	29750	30900	32050	33150	34250	35250
TOTAL NUMBER	313	416	473	528	453	543	417	449	542
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

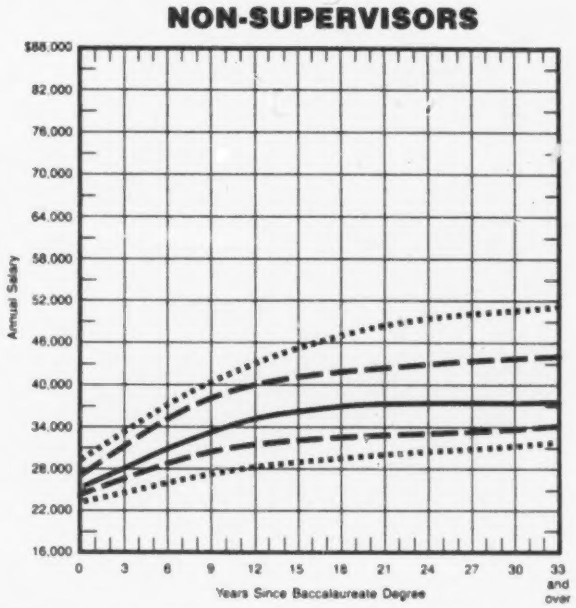
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47000	51350	54900	57750	59800	61300	62300	63050	63450
UPPER QUARTILE	42300	45350	47700	49400	50550	51350	51800	52150	52250
MEDIAN	36400	38550	40250	41600	42550	43250	43750	44150	44350
LOWER QUARTILE	31600	33050	34350	35400	36250	36950	37450	37900	38300
LOWER DECILE	27850	29000	30050	31050	31900	32600	33250	33900	34550
MEAN	37200	39750	41800	43500	44750	45650	46300	46850	47150
TOTAL NUMBER	1559	1380	1041	1075	806	891	579	682	1098
OVER $88000	0	6	0	14	0	32	6	17	20
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

┆┆┆┆┆┆┆┆┆┆┆┆┆┆┆	Upper Decile
— — — — —	Upper Quartile
━━━━━━━━━━	Median
— — — — —	Lower Quartile
┆┆┆┆┆┆┆┆┆┆┆┆┆┆┆	Lower Decile

SOUTH ATLANTIC


SUPERVISORS


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	34800	36850	38950	41050	43100	45100	47100
UPPER QUARTILE	0	0	28350	31050	33700	36250	38700	41000	43100
MEDIAN	0	0	25350	28250	31000	33550	35800	37800	39500
LOWER QUARTILE	0	0	32750	33100	33400	33700	34050	34350	34700
LOWER DECILE	0	0	26750	27050	27400	27750	28100	28450	28800
MEAN	0	0	30450	31900	33350	34750	36050	37350	38600
TOTAL NUMBER	0	3	6	12	31	94	69	114	242
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50900	55950	60200	63550	66050	67800	69000	69950	70450
UPPER QUARTILE	46750	50850	53500	55100	56050	56600	56850	57000	57000
MEDIAN	42100	44400	45600	46200	46500	46600	46650	46700	46700
LOWER QUARTILE	35350	36400	37400	38450	39500	40600	41700	43150	45700
LOWER DECILE	29500	30600	31750	32900	34100	35300	36550	38200	41150
MEAN	40900	43900	46200	48000	49300	50200	50800	51300	51550
TOTAL NUMBER	596	509	462	571	448	611	335	349	714
OVER $88000	0	6	0	13	0	32	5	17	20
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

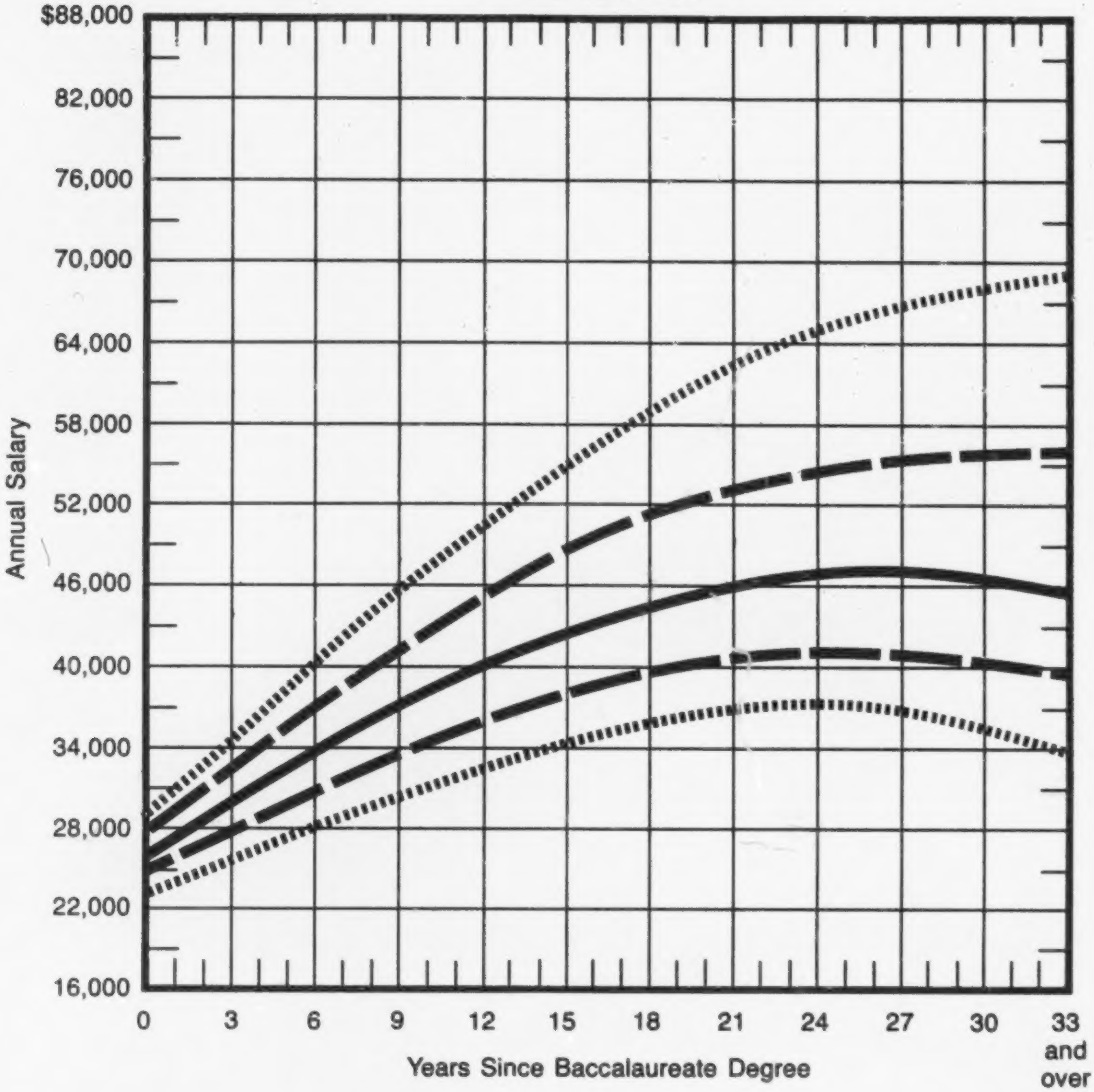
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29450	31150	32750	34350	35850	37300	38650	39900	41100
UPPER QUARTILE	27750	29150	30550	31850	33100	34300	35350	36400	37300
MEDIAN	25900	27300	28600	29800	30900	31850	32700	33400	34050
LOWER QUARTILE	24900	25750	26550	27250	27950	28600	29200	29700	30200
LOWER DECILE	23350	23800	24300	24700	25150	25600	26000	26400	26750
MEAN	26150	27350	28500	29550	30600	31550	32450	33250	34000
TOTAL NUMBER	313	413	467	516	421	449	348	334	299
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43200	45650	47450	48700	49550	50050	50350	50550	50600
UPPER QUARTILE	38900	40800	42150	43050	43600	44000	44200	44350	44400
MEDIAN	35100	36100	36750	37100	37300	37400	37450	37500	37500
LOWER QUARTILE	31050	32050	32700	33200	33500	33750	33850	33950	34000
LOWER DECILE	27500	28450	29250	29950	30550	31000	31350	31700	31950
MEAN	35250	36750	37750	38450	38900	39200	39350	39500	39550
TOTAL NUMBER	963	871	578	503	357	280	244	333	384
OVER $88000	0	0	0	1	0	0	1	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

•••••••• Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
•••••••• Lower Decile

EAST SOUTH CENTRAL
ALL ENGINEERS

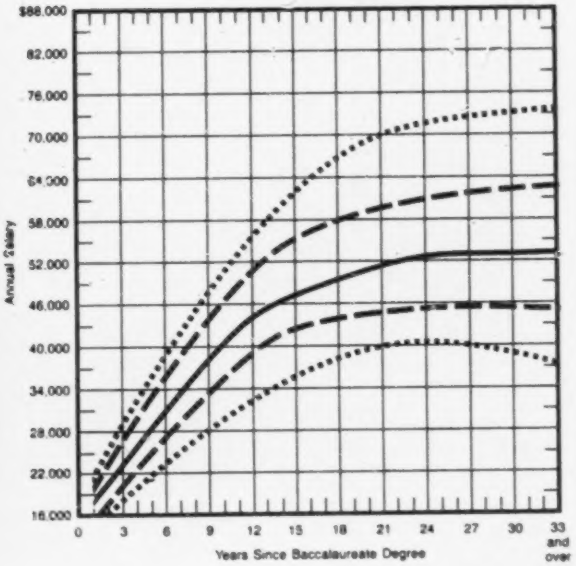


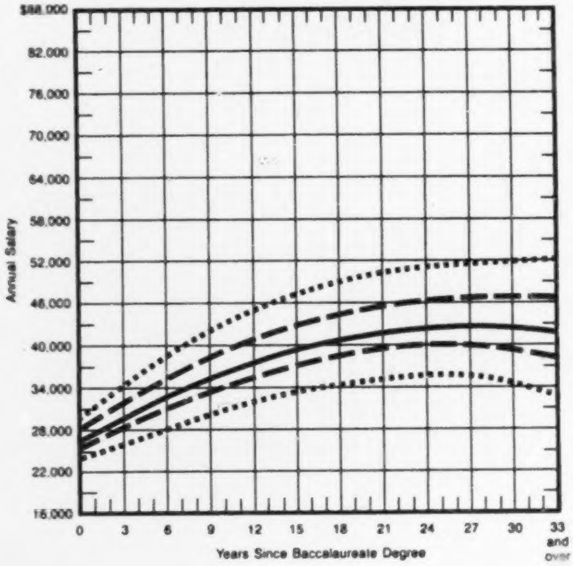
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29800	31500	33200	34950	36750	38600	40400	42250	44100
UPPER QUARTILE	28150	29650	31150	32700	34250	35800	37350	38850	40350
MEDIAN	26800	28000	29200	30450	31650	32900	34100	35250	36400
LOWER QUARTILE	25300	26300	27300	28350	29350	30350	31350	32300	33250
LOWER DECILE	23850	24600	25350	26100	26850	27600	28350	29100	29850
MEAN	26650	27900	29150	30450	31750	33050	34300	35600	36800
TOTAL NUMBER	128	272	233	200	330	168	193	164	208
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47700	52700	57150	60800	63600	65600	67000	68150	68900
UPPER QUARTILE	43200	47000	50150	52500	54150	55200	55850	56250	56450
MEDIAN	38600	41450	43700	45350	46300	46750	46800	46550	45900
LOWER QUARTILE	35000	37350	39200	40450	41200	41450	41350	40850	39800
LOWER DECILE	31300	33300	35000	36300	37150	37450	37300	36450	33900
MEAN	39200	42450	45100	47150	48550	49400	49850	50000	49850
TOTAL NUMBER	653	631	440	378	334	312	209	221	548
OVER $88000	0	0	2	0	1	14	1	2	25
UNDER $17000	0	1	0	0	0	0	0	0	0

LEGEND

┅┅┅┅┅ Upper Decile
— — — — Upper Quartile
━━━━━ Median
— — — — Lower Quartile
┅┅┅┅┅ Lower Decile





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	20850	23950	27300	30850	34500	38250	41950	45550
UPPER QUARTILE	0	19050	22050	25250	28650	32050	35450	38800	41900
MEDIAN	0	16650	19350	22250	25300	28450	31550	34600	37450
LOWER QUARTILE	0	15500	17750	20150	22700	25350	28000	30600	33100
LOWER DECILE	0	15150	16550	17950	19450	21050	22700	24350	26050
MEAN	0	17750	20350	23150	26100	29050	31950	34800	37500
TOTAL NUMBER	2	6	13	13	14	18	10	29	38
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52200	60300	65900	69400	71450	72550	73050	73350	73400
UPPER QUARTILE	47500	53750	57700	60000	61250	61900	62150	62300	62300
MEDIAN	42350	47400	50200	51550	52150	52450	52600	52650	52650
LOWER QUARTILE	37400	41950	44250	45150	45400	45350	45300	45250	45200
LOWER DECILE	29350	33800	37150	39200	40050	40150	39800	39200	38550
MEAN	42250	47550	50850	52800	53900	54450	54700	54850	54850
TOTAL NUMBER	184	287	212	199	186	164	99	96	277
OVER $88000	0	0	2	0	1	14	1	2	25
UNDER $17000	0	1	0	0	0	0	0	0	0

NON-SUPERVISORS

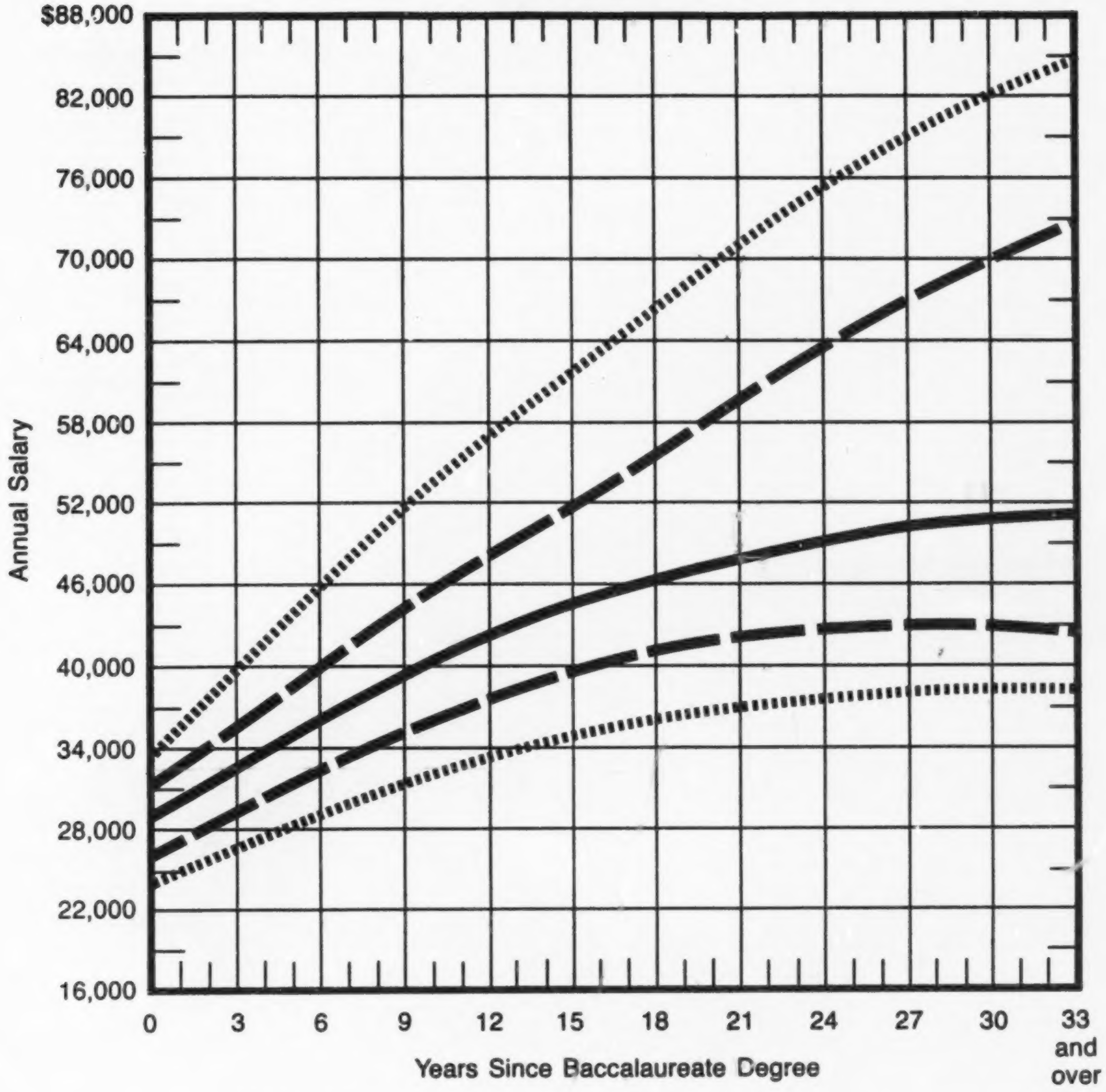
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30100	31750	33350	34950	36500	38050	39500	40850	42150
UPPER QUARTILE	28500	29900	31300	32700	34050	35300	36550	37750	38850
MEDIAN	27200	28300	29400	30500	31550	32600	33650	34600	35550
LOWER QUARTILE	25900	26750	27650	28550	29400	30300	31150	32000	32800
LOWER DECILE	24650	25300	25950	26650	27300	28000	28650	29300	29950
MEAN	27350	28450	29600	30700	31800	32850	33900	34950	35950
TOTAL NUMBER	126	266	219	186	316	150	183	134	170
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44500	47300	49250	50550	51300	51750	51950	52050	52100
UPPER QUARTILE	40900	43300	44950	46000	46550	46800	46850	46800	46650
MEDIAN	37350	39550	41150	42200	42750	42900	42750	42300	41600
LOWER QUARTILE	34350	36350	37950	39050	39650	39750	39500	38800	37250
LOWER DECILE	31250	32950	34400	35500	36200	36450	36200	35250	32450
MEAN	37750	40050	41750	42850	43450	43650	43500	43100	42400
TOTAL NUMBER	468	343	228	178	148	148	109	124	270
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

········· **Upper Decile**
— — — **Upper Quartile**
━━━ **Median**
— — — **Lower Quartile**
········· **Lower Decile**

WEST SOUTH CENTRAL
ALL ENGINEERS



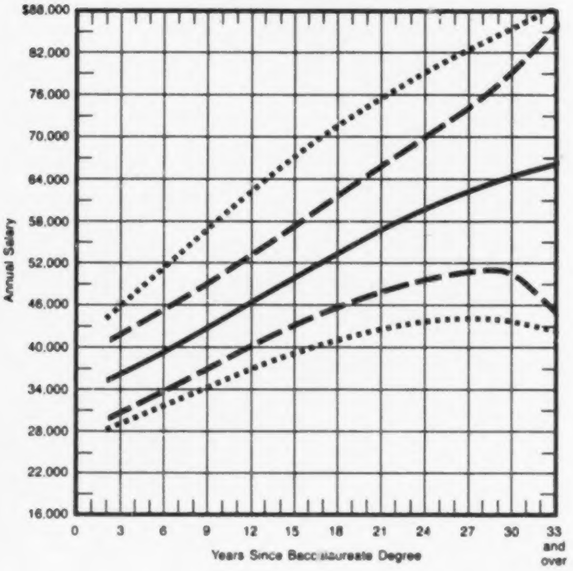
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33600	35400	37300	39200	41200	43150	45200	47250	49250
UPPER QUARTILE	31950	33250	34600	36000	37400	38800	40250	41700	43200
MEDIAN	29000	30200	31450	32650.	33800	34950	36100	37200	38300
LOWER QUARTILE	26250	27300	28300	29350	30400	31400	32400	33400	34350
LOWER DECILE	23900	24800	25750	26650	27550	28400	29250	30050	30850
MEAN	28800	30150	31450	32800	34150	35450	36800	38100	39400
TOTAL NUMBER	33	117	183	159	170	142	113	142	135
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53350	59300	64900	69850	74100	77600	80300	82800	84650
UPPER QUARTILE	46100	50500	54700	58600	62200	65300	67900	70550	72950
MEDIAN	40300	42950	45200	47000	48400	49500	50250	50900	51300
LOWER QUARTILE	36150	38500	40400	41750	42650	43050	43150	42950	42300
LOWER DECILE	32350	34250	35750	36900	37650	38100	38400	38500	38500
MEAN	41900	45350	48450	51050	53150	54800	56050	57200	58000
TOTAL NUMBER	495	594	249	210	209	154	178	181	297
OVER $88000	0	0	3	4	4	5	46	37	56
UNDER $17000	0	0	0	1	0	0	0	1	0

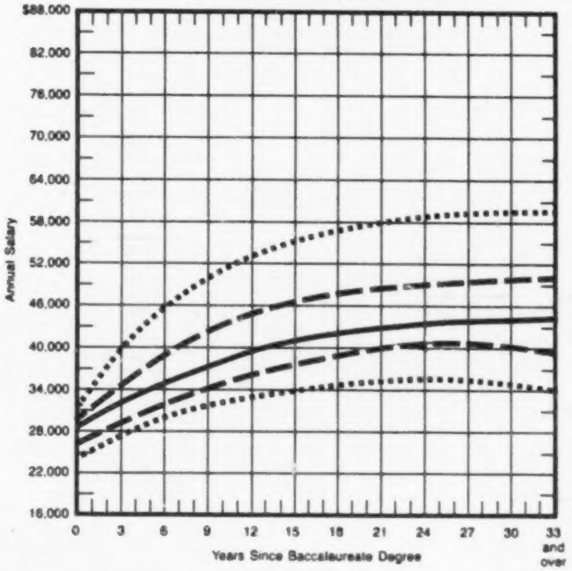
LEGEND

▮▮▮▮▮▮▮▮ **Upper Decile**
— — — — **Upper Quartile**
━━━━ **Median**
– – – – **Lower Quartile**
▮▮▮▮▮▮▮▮ **Lower Decile**

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	44250	46150	48050	49950	51900	53800	55750
UPPER QUARTILE	0	0	41350	42400	43500	44600	45750	46950	48150
MEDIAN	0	0	35050	36050	37100	38150	39250	40350	41500
LOWER QUARTILE	0	0	29400	30400	31450	32500	33550	34650	35750
LOWER DECILE	0	0	28600	29400	30200	31000	31800	32600	33450
MEAN	0	0	36500	37550	38600	39700	40850	41950	43150
TOTAL NUMBER	0	3	6	5	13	30	18	40	31
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59550	65050	70100	74600	78450	81600	84100	86500	88500
UPPER QUARTILE	50650	54650	58850	63250	67800	72400	76850	82450	89850
MEDIAN	43850	47450	51200	54850	58400	61500	64100	66400	66400
LOWER QUARTILE	38050	41450	44700	47600	49900	51350	51850	50800	45350
LOWER DECILE	35100	37500	39700	41650	43200	44200	44600	44150	40900
MEAN	45550	49200	52950	56600	59950	62900	65200	67050	66150
TOTAL NUMBER	174	273	100	92	77	70	91	102	191
OVER $88000	0	0	3	3	4	5	46	37	55
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

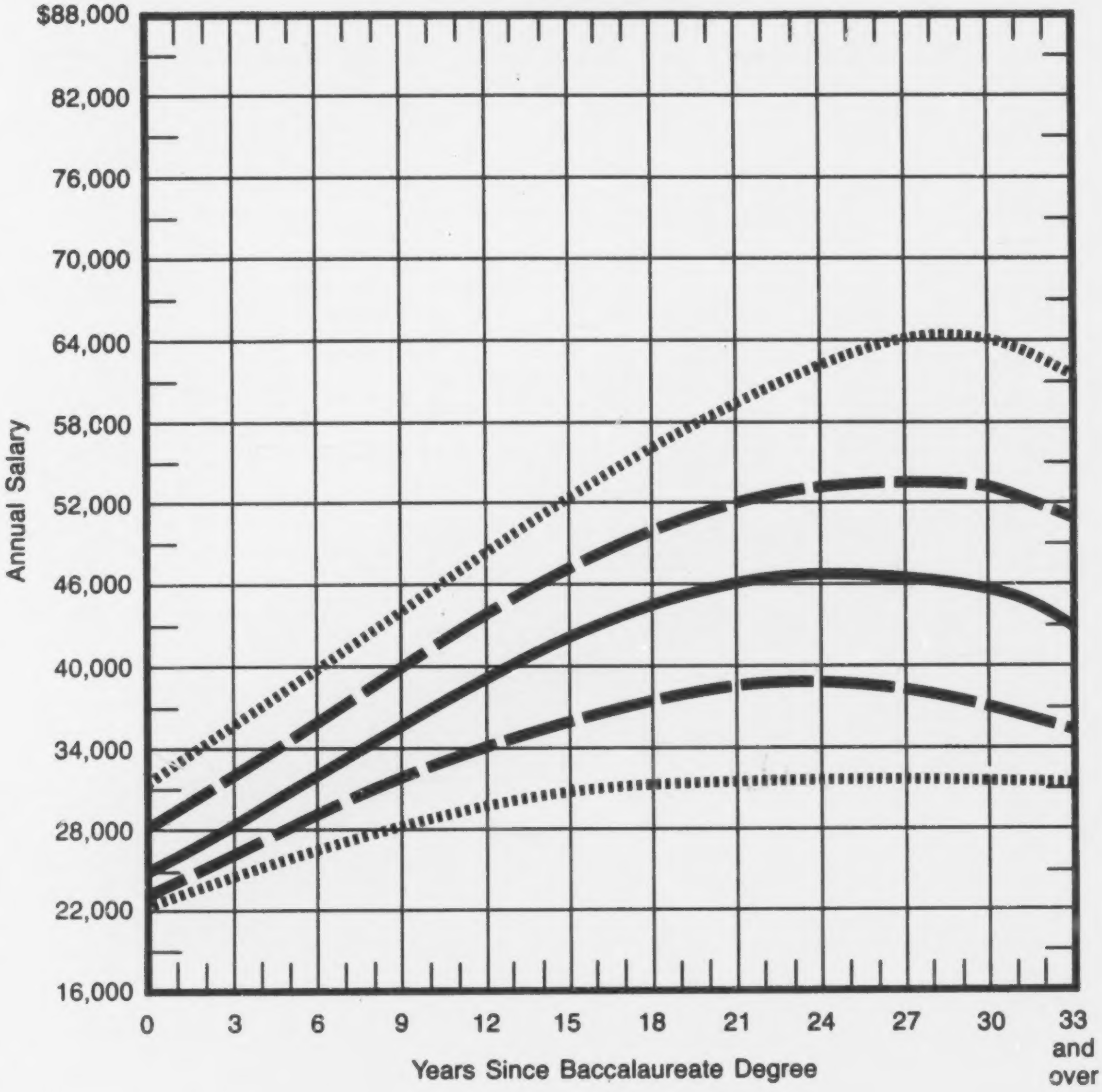
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32600	34650	36650	38650	40550	42350	44100	45750	47250
UPPER QUARTILE	30400	32250	34050	35750	37350	38850	40200	41450	42600
MEDIAN	28800	30050	31250	32400	33500	34550	35550	36500	37350
LOWER QUARTILE	26400	27300	28250	29150	30050	30950	31850	32700	33500
LOWER DECILE	24150	24950	25750	26550	27300	28100	28850	29550	30250
MEAN	28350	29750	31150	32500	33800	35000	36200	37250	38300
TOTAL NUMBER	33	113	177	153	157	112	95	102	104
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50000	53350	55800	57500	58650	59350	59750	60000	60100
UPPER QUARTILE	44500	46600	47950	48850	49400	49750	49900	50000	50050
MEDIAN	38900	40750	42150	43150	43850	44300	44600	44800	44900
LOWER QUARTILE	35050	37050	38600	39700	40350	40600	40550	40200	39400
LOWER DECILE	31600	33300	34550	35400	35850	35950	35750	35250	34200
MEAN	40100	42300	43900	45050	45850	46350	46650	46850	46950
TOTAL NUMBER	321	320	148	117	131	83	86	79	106
OVER $88000	0	0	0	1	0	0	0	0	1
UNDER $17000	0	0	0	1	0	0	0	1	0

LEGEND

·········	Upper Decile
— — —	Upper Quartile
━━━━	Median
— — —	Lower Quartile
·········	Lower Decile

MOUNTAIN
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32000	33150	34350	35600	36850	38150	39500	40900	42300
UPPER QUARTILE	28100	29300	30600	31900	33250	34550	35950	37300	38650
MEDIAN	25450	26550	27700	28850	30050	31250	32450	33650	34850
LOWER QUARTILE	23900	24750	25650	26550	27450	28350	29200	30100	30950
LOWER DECILE	22600	23400	24200	24950	25650	26350	26950	27550	28100
MEAN	26500	27550	28600	29700	30750	31900	33000	34100	35200
TOTAL NUMBER	83	121	168	101	172	130	112	114	61
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

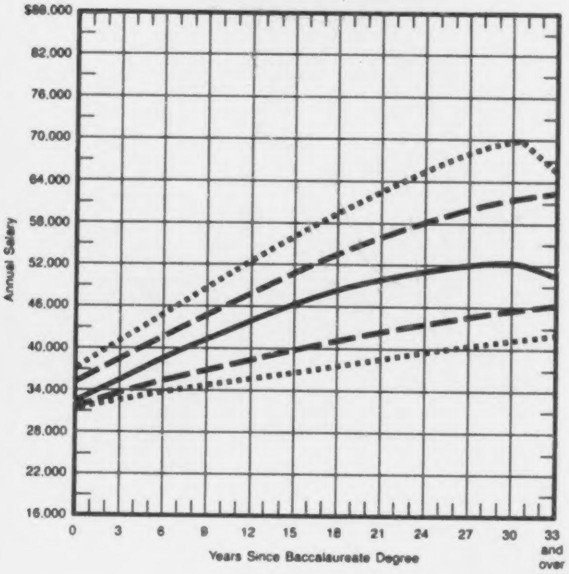
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45150	49450	53700	57600	60800	63100	64250	64000	59450
UPPER QUARTILE	41350	45150	48450	51000	52700	53500	53500	52600	50150
MEDIAN	37150	40350	43000	44950	46100	46450	46150	45100	42600
LOWER QUARTILE	32650	34900	36700	38050	38800	38950	38700	37800	35650
LOWER DECILE	29100	30200	30950	31400	31600	31700	31700	31650	31550
MEAN	37400	40450	43050	45150	46500	47150	47200	46400	44050
TOTAL NUMBER	289	267	236	184	193	230	146	200	261
OVER $88000	0	0	0	0	1	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

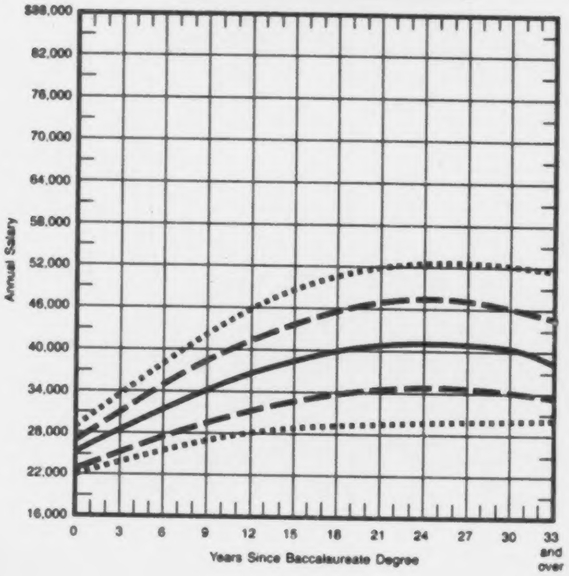
▮▮▮▮▮▮ Upper Decile
— — — — Upper Quartile
━━━━━ Median
— — — — Lower Quartile
▮▮▮▮▮▮ Lower Decile

MOUNTAIN

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37100	0	0	0	41900	43200	44500	45800	47150
UPPER QUARTILE	35500	0	0	0	39350	40350	41350	42400	43400
MEDIAN	33600	0	0	0	36750	37550	38350	39150	40000
LOWER QUARTILE	32250	0	0	0	34450	35000	35550	36100	36650
LOWER DECILE	32850	0	0	0	34000	34300	34550	34850	35100
MEAN	33950	0	0	0	37200	38000	38850	39700	40550
TOTAL NUMBER	16	0	2	0	12	9	18	66	11
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49900	54050	58150	61950	65250	67800	69350	69650	65400
UPPER QUARTILE	45500	48700	51800	54750	57450	59650	61350	62500	61400
MEDIAN	41600	43950	46200	48250	50000	51350	52200	52600	51000
LOWER QUARTILE	37750	39350	40850	42250	43450	44500	45300	45950	45900
LOWER DECILE	35650	36450	37250	38000	38750	39450	40100	40900	42050
MEAN	42250	44750	47150	49350	51300	52850	53950	54600	53400
TOTAL NUMBER	94	94	97	88	94	88	57	87	90
OVER $88000	0	0	0	0	1	0	0	0	1
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

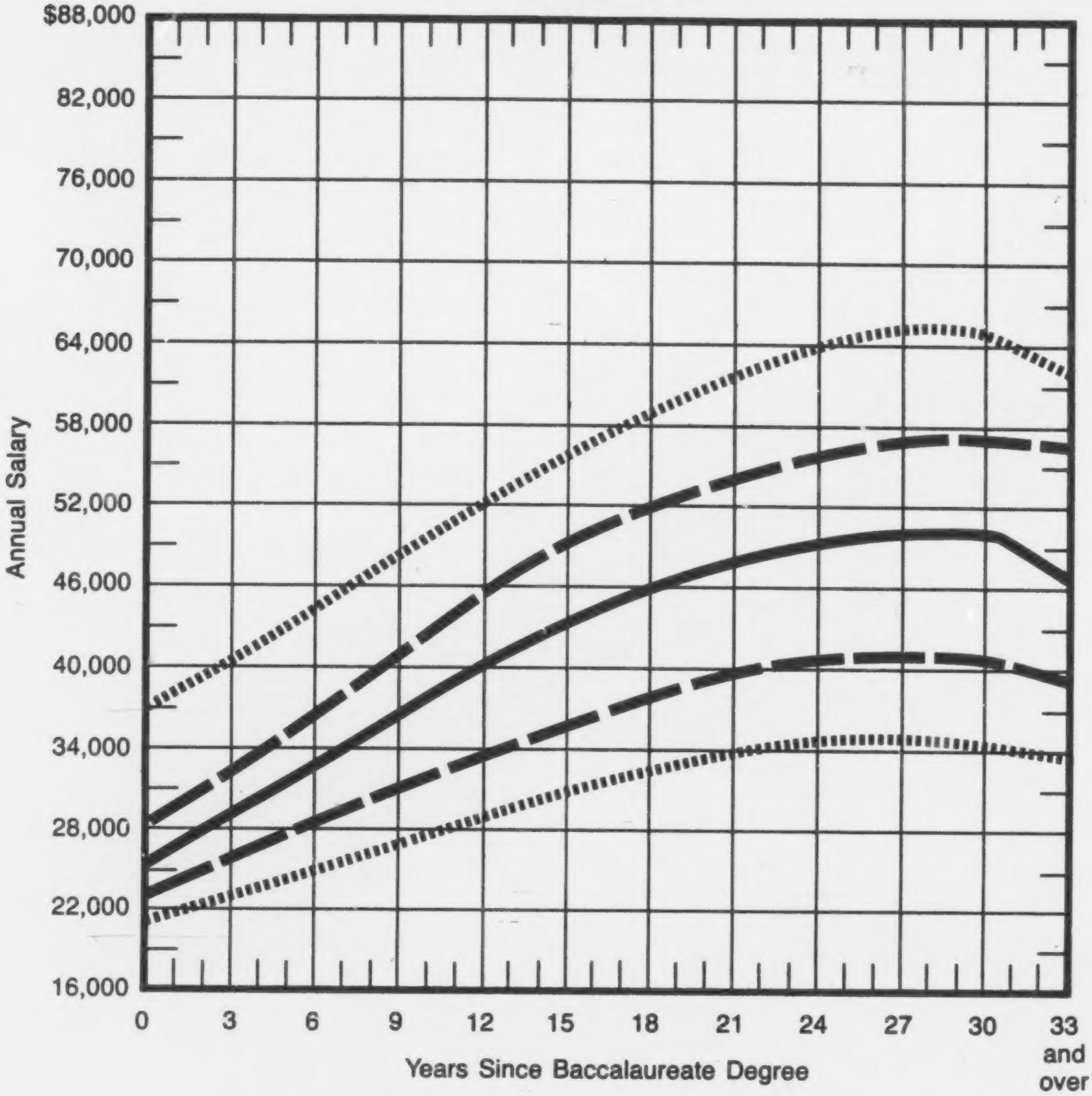
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28850	30450	32100	33750	35350	36950	38550	40050	41550
UPPER QUARTILE	27300	28600	29950	31300	32650	33950	35300	36600	37850
MEDIAN	25350	26400	27450	28450	29500	30550	31600	32650	33650
LOWER QUARTILE	23800	24650	25450	26250	27050	27850	28600	29300	30000
LOWER DECILE	22700	23400	24100	24750	25300	25900	26400	26850	27300
MEAN	25700	26750	27850	28950	30000	31100	32100	33150	34100
TOTAL NUMBER	67	120	165	100	100	120	93	47	50
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44250	47550	49950	51400	52100	52300	52200	51850	51350
UPPER QUARTILE	40250	43250	45500	46900	47500	47400	46900	45900	44300
MEDIAN	35550	38100	40050	41350	41900	41900	41350	40150	37850
LOWER QUARTILE	31250	32800	33900	34600	34900	34900	34750	34300	33600
LOWER DECILE	28050	28900	29500	29900	30150	30300	30400	30450	30500
MEAN	35950	38250	39950	41050	41550	41600	41350	40700	39600
TOTAL NUMBER	195	173	139	96	99	142	89	112	170
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

·········	Upper Decile
— — —	Upper Quartile
━━━	Median
— — —	Lower Quartile
·········	Lower Decile

PACIFIC
ALL ENGINEERS



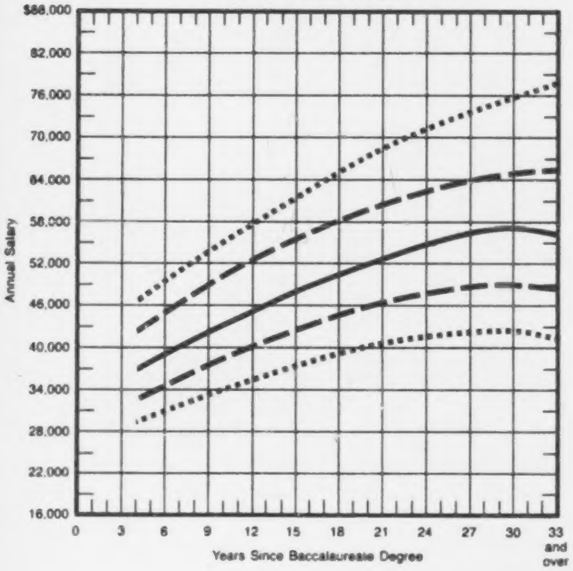
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37400	38550	39750	40950	42150	43400	44650	45900	47200
UPPER QUARTILE	28500	29900	31400	32900	34400	35950	37500	39050	40600
MEDIAN	25550	26600	27700	28800	29950	31100	32300	33500	34700
LOWER QUARTILE	23550	24350	25150	26000	26850	27700	28600	29450	30350
LOWER DECILE	21450	22200	22950	23700	24450	25200	25950	26650	27400
MEAN	27850	28850	29900	30900	31950	33050	34100	35200	36300
TOTAL NUMBER	198	231	206	245	322	322	259	327	265
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14_	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49750	53550	57100	60250	62850	64650	65650	65550	62200
UPPER QUARTILE	43550	47700	51150	53850	55650	56750	57200	57200	56600
MEDIAN	37150	40750	44150	47000	49100	50450	50850	50250	47300
LOWER QUARTILE	32100	34650	36950	38950	40450	41350	41700	41250	38850
LOWER DECILE	28750	30550	32050	33200	33950	34400	34500	34350	33650
MEAN	38500	41650	44500	46950	48850	50050	50600	50400	48400
TOTAL NUMBER	797	513	615	583	549	566	331	410	647
OVER $88000	0	0	0	0	7	2	3	9	8
UNDER $17000	0	0	0	0	0	0	0	0	0

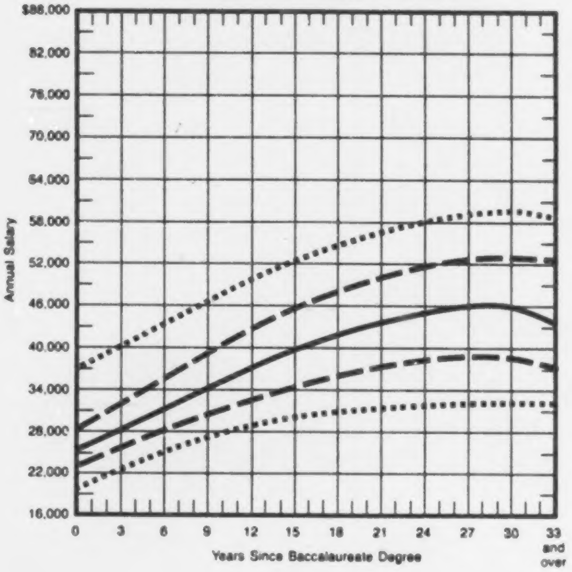
LEGEND

┅┅┅┅ **Upper Decile**
— — — **Upper Quartile**
━━━━ **Median**
— — — **Lower Quartile**
┅┅┅┅ **Lower Decile**

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	46800	48200	49650	51100	52550
UPPER QUARTILE	0	0	0	0	42650	43900	45150	46400	47650
MEDIAN	0	0	0	0	37550	38450	39400	40300	41250
LOWER QUARTILE	0	0	0	0	33200	34050	34950	35800	36700
LOWER DECILE	0	0	0	0	29500	30200	30950	31650	32350
MEAN	0	0	0	0	38100	39100	40100	41100	42150
TOTAL NUMBER	1	1	4	4	13	13	21	40	51
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55450	59600	63500	67000	70000	72450	74350	76050	77400
UPPER QUARTILE	50050	53550	56700	59400	61550	63150	64150	64650	64000
MEDIAN	43150	45950	48600	51100	53300	55100	56400	57400	56900
LOWER QUARTILE	38450	41000	43450	45650	47450	48700	49400	49350	46550
LOWER DECILE	33800	35850	37850	39550	41000	42000	42600	42550	40450
MEAN	44150	47150	49950	52450	54550	56200	57300	57900	57100
TOTAL NUMBER	192	156	187	207	219	257	98	161	188
OVER $88000	0	0	0	0	7	2	3	9	8
UNDER $17000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37450	38350	39300	40250	41200	42150	43100	44100	45050
UPPER QUARTILE	28550	29850	31150	32500	33800	35200	36550	37900	39200
MEDIAN	25600	26550	27550	28550	29550	30550	31600	32650	33700
LOWER QUARTILE	23800	24500	25250	25950	26700	27450	28200	28950	29700
LOWER DECILE	20950	21950	22900	23850	24700	25500	26250	26950	27550
MEAN	28000	28850	29750	30650	31550	32450	33400	34300	35200
TOTAL NUMBER	197	229	202	241	308	308	237	287	214
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47000	49850	52550	55000	57050	58600	59550	59850	57550
UPPER QUARTILE	41800	45350	48400	50750	52350	53350	53750	53750	53150
MEDIAN	35800	38800	41550	43800	45500	46500	46800	46300	43950
LOWER QUARTILE	31200	33350	35300	37000	38250	39050	39300	38850	36400
LOWER DECILE	28650	29900	30800	31400	31800	32050	32200	32250	32300
MEAN	36950	39500	41750	43600	45000	45950	46350	46150	44650
TOTAL NUMBER	605	356	428	375	330	308	233	249	459
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $17000	0	0	0	0	0	0	0	0	0

LEGEND

- ▪▪▪▪▪▪▪▪ **Upper Decile**
- — — — **Upper Quartile**
- ━━━━ **Median**
- — — — **Lower Quartile**
- ▪▪▪▪▪▪▪▪ **Lower Decile**

APPENDIX

AEROSPACE

Atlantic Research Corp.
Brunswick Corp.
Clifton Precision
Clifton Precision, Litton Systems
Gates Learjet Corp.
General Dynamics, Pomona Div.
Grumman Aerospace Corp.
Kollmorgen/Electro-Optical Div.
Lear Siegler, Inc., Instrument Div.
Lockheed Eng. & Mgt. Services
Teledyne Brown Engrg.

AUTOMOTIVE & RAILROAD EQUIPMENT

ACF Industries
Bendix Corp.
Dana Corp.
General Battery Corp.
Peterson Mfg. Co.
Raymark Corp.

BUSINESS MACHINES

Dictaphone R&D

BUSINESS, TRADE PUBLISHING

Allendale Mutual Insurance Co.
The American Institute of Architects
Portland Cement Assoc.
Welding Design & Fabrication

CERAMIC PRODUCTS, STONE, CLAY, GLASS, CEMENT

Anchor Hocking Corp.
Brockway, Inc.
PPG Industries, Glass R&D

CHEMICALS, DRUGS, PLASTICS

Air Products & Chemicals, Inc.
Amchem Products Inc.
Dow Corning Corp.
E. I. DuPont
Ferro Corp., Tech. Center
Goodyear Atomic Corp.
Kaiser Agr. Chemicals
Lord Corporation
Mississippi Chemical Corp.
Nalco Chemical Co.
Norplex
Ortho Diagnostic Systems, Inc.
Penwalt Corporation
Rilsan Industrial Inc.
Rohm & Haas Co.
Stauffer Chemical Co.
Union Carbide Corp.
Velsicol Chemical Corp.
W. R. Grace

COLLEGES & UNIVERSITIES

University of Dayton Research Institute

COMMUNICATION SERVICES

Carolina Telephone & Telegraph
General Telephone Co. of the Midwest
The Lincoln Telephone Co.

COMPUTER

Computer Sciences Corp.
Computran Systems
Datapoint Corp.
Formation, Inc.
System Development
XYCOM

CONSTRUCTION

Guy F. Atkinson Co. of California
High Voltage Systems—Div. L. E. Myers Co.
Al Johnson Construction Co.
Peter Kiewit Sons', Inc. (Construction Div.)
W. M. Lyles Co.
Pendleton Construction Corp.
Schnabel Foundation
Spencer, White & Prentis Inc.
Wismer & Becker

CONSULTANTS, ENGRG. & ARCHITECTURAL

ARINC Research Corp.
Bovay Engineers Inc.
Burgess & Niple, Limited
Burns & Roe, Inc.
Camp Dresser & McKee, Inc.
Capitol Engineering Corp.
Crandall Dry Dock Engineers, Inc.
CH2M-Hill Inc.
Daily & Associates Engrs. Inc.
D'Appolonia Consulting Engrs, Inc.
Ebasco Services Inc.
Goodkind & Odea Inc.
Greeley & Hansen
Hardesty & Hanover
Hazelet & Erdal, Inc.
Howard Needles Tammen & Bergendoff
HTB, Inc.
Peabody Process Systems, Inc.
JN Pease Associates
PRC Engineering Consultants International
Research—Cottrell
Rust International Corp.
Sargent & Lundy
Shaffer Johnston Lichtenwalter & Assoc., Inc.
Stanley Consultants
Teledyne Engrg. Services
Charles R. Velzy Assoc., Inc.
C. E. Williams & Assoc.

ELECTRICAL MACHINERY & EQUIPMENT

Amerace Corp., Control Prods. Div.
Bodine Electric Co.
BIW Cable Systems
Copeland Corp.
GTE Lighting Products
Hobart Corp.
Inland Motor Specialty Prods. Div.
Maytag Co.
Milwaukee Electric Tool Corp.
Pellerin Milner Corp.
Preformed Line Products Co.
S&C Electric Co.
Varityper

ELECTRIC UTILITIES

Alabama Power
Allegheny Power Service Corp.
American Electric Power Service Corp.
Appalachian Power Co.
Arkansas Power & Light Co.
Boston Edison Co.
Carolina Power & Light Co.
Central Hudson Gas & Electric Corp.
Central Illinois Light Co.
City Public Service Board, San Antonio, TX.
Commonwealth Edison
Electric Power Board of Chattanooga
EVA Service Corp.
Fort Collins Light & Power
General Public Utilities Service Corp.
Grant County Public Utility District
Indianapolis Power & Light Co.
Iowa-Illinois Gas & Electric Co.
Iowa Resources
Louisville Gas & Electric Co.
Minnesota Power
Mississippi Power Co.
Montana Power Co.
Nebraska Public Power Dist.
New England Electric System
Niagara Mohawk Power Corp.
Northern States Power Co.
New York State Electric & Gas Corp.
Omaha Public Power Dist.
Pennsylvania Power & Light Co.
Potomac Electric Power Co.
Public Service Co. of New Hampshire
Public Service Co. of Oklahoma
Savannah Electric & Power Co.
Sierra Pacific Power Co.
South Carolina Electric & Gas Co.
Southern Co. Services
Tampa Electric Co.
Texas Electric Service Co.
Texas Utilities Generating Co.
Tri-State Generation & Transmission Assoc. Inc.
Union Electric Co.
Virginia Electric & Power Co.
West Penn Power Company
Wisconsin Electric Power Co.

ELECTRONIC EQUIPMENT

Allen-Bradley (Ohio)
Alpha Industries, Inc.
American Electronic Laboratories Inc.
Analog Devices Inc.
Assoc. of Scientists & Professional Engineering Personnel
AT&T Technologies, Inc.
Dataproducts Corp.
Diconix
Eagle Signal Controls
Edo Corp. Gov. Systems Div.
Electro Corp.
Gen Com Corp.
Gould Inc., Defense Systems Group
Gould Inc., Ocean Systems Div.
Gould Inc., Systems Protection Div.
Harris Corp., Controls & Composition Div.
HRB-Singer, Inc.
ITT, Avionics Div.
Kollmorgen Corp., Multiwire Div.
Litton Systems Inc.-Amecom Div.
Lockheed Electronics Co., Inc.
Louis Allis Drives & Systems Div.
Litton Ind. Prod. Inc.
Norden Systems
Nuclear Data Inc.—Instrumentation Div.
Rixon Inc.
Rockwell International
Sperry Electronics
Systems Division (Allen-Bradley Co.)
Victory Engineering Corp.
Wavetek Rockland Scientific, Inc.
Zenith Radio Corp.

ENGINEERING SERVICES, OTHER

Arkwright-Boston Manufacturers Mutual Insurance Co.
Contel Page, Inc.
Dresser Engrg. Co.
Fluor Engineers, Inc.
Gannett Fleming
General Electric Co.—Domestic Apparatus & Engrg. Svcs. Ops.
Harza Engrg. Co.
Holmes & Narver Inc., Energy Support Div.
Hydrocarbon Research Inc.
Williams Brothers Engrg. Co.

FEDERAL GOVERNMENT

Forest Service USDA Engineering Staff Unit
General Services Administration
Naval Air Rework Facility, San Diego

Naval Undersea Warfare Engrg. Station
U.S. Army Civilian Personnel Div.

FOOD PRODUCTS

Campbell Soup Co.
Hershey Foods Corp.
Kraft, Inc.
Pearl Brewing Co.

GAS UTILITIES & PIPELINES

Algonquin Gas Transmission Co.
Colorado Interstate Gas Co.
Columbia Gas Transmission Corp.
Consolidated Gas Transmission Corp.
Consolidated Natural Gas Service Co., Inc.
El Paso Natural Gas Co.
Panhandle Eastern Pipeline Co.
Southern Natural Gas Co.
Texas Gas Transmission Corp.
UGI Corp.
United Gas Pipeline Co.
Western Kentucky Gas Co.

INSTRUMENTS, PRECISION

CAI, Div. of Recon/Optical, Inc.
Teledyne Avionics

LOCAL GOVERNMENT

City of Charlotte, N. Carolina
City of Dayton, Ohio
City of Milwaukee, Bureau of Engrs.
City of Portland Water Works Bureau
City of St. Paul Water Utility
Dept. of Water, Water Engrg., City of Dayton, Ohio
Los Angeles County Road Dept.
Springfield Utility Board
Utilities Engineering Bureau

LUMBER & WOOD PRODUCTS

Masonite Corp.
The Mead Corporation
Wayerhaeuser Co. R&D

MACHINERY (Other Than Electrical)

Artisan Industries, Inc.
Bird Machine Co., Inc.
Black Clawson Co.
Chemcut Corp.
Deere & Co.
Economation, Inc.
Gardner-Denver Compressors
Gast Manufacturing Corp.
Gehl Co.
Goulds Pumps Inc.
Koppers Co., Inc.—Engineered Metal Products Group
Roper Pump Co.
Timken Co.
The Ward Machinery Co.
Weber Marking Systems
Wehr Corp.

METAL PRODUCTS, FABRICATED

Acco Babcock—American Chain Div.
Alloy Rods, Inc.
AMP Inc.
Bernard Div./Dover Corp.
Cargocaire Engrg. Corp.
CBI Industries
Combustion Engrg, Inc.
Duo-Fast Corp.
Ecolaire Inc.
Fafnir Bearing Div. of Textron
FMC Corp., Marine & Rail Equipment Dev.
Johnson Div. UOP Inc.
Kelley Company Inc.
Lakeside Bridge & Steel Co.
Lilliston Corp.
Nooter Corp.
Rexnord Inc.
H. H. Robertson Co.
The Rochester Corp.
Whirlpool Corporation
Worcester Controls

METALS, BASIC

Amax Base Metals R&D, Inc.
Hoke Inc.

MINING

The Cleveland Cliffs Iron Co.
Exxon Minerals Co.
Freeport Sulphur Co.
Newmont Services Ltd.
Peter Kiewit Sons', Inc. (Mining Div.)
Sonat Inc.
Sunshine Mining Co.
U.S. Borax & Chemical

PAPER PRODUCTS

Consolidated Papers Inc.
Esselte Pendaflex Corp.
Kimberly-Clark Corp.

PETROLEUM

Amerada Hess Corp.
Gulf Oil Exploration & Production Co.
Koch Refining Co.
Tesoro Petroleum Corp.
Warren Petroleum Co.

PROFESSIONAL SOCIETIES & NON PROFIT

American Chemical Society
American Institute of Timber Construction
American Nuclear Society
American Society of Agricultural Engineers
Ameican Society of Biological Chemists, Inc.
American Society of Naval Engineers
American Welding Society, Inc.
Illuminating Engineering Society
Inst. of Industrial Engineers
MTM Association
Rand Corporation
Water Pollution Control Federation

RESEARCH ORGANIZATION & LABS

Aerospace Corp.
AMAX Materials Research Center
ASARCO Inc.
Battelle—Northwest
Bendix Aerospace Technology Center
Borg-Warner Research Center
Brookhaven National Laboratory
Duracell Inc.
Eaton Corporation
EG&G, Energy Measurements, Inc.
Environmental Research Institute of Michigan
Exxon Research & Engrg Co.
FERMILAB
General Research Corp.
Halcon SD Group Inc.
Inco Limited
Lawrence Livermore National Lab.
Los Alamos National Labs
National Radio Astronomy Observatory
RE/SPEC Inc.
Sandia Nat'l Labs.
Syracuse Research Corp.
Teledyne Brown Engrg.
Underwriters Laboratories Inc.
Woods Hole Oceanographic Inst.

RUBBER & PLASTIC PRODUCTS, FABRICATED

Cooper Tire & Rubber Co.
Lord Corporation
Presto Products Inc.

SHIPBUILDING

General Dynamics Corp.
Maryland Shipbuilding & Drydock Co.

STATE GOVERNMENT

Arkansas State Hwy. & Transp. Dept.
Michigan Dept. of Transportation
Mississippi Research & Development Cntr.
Mississippi State Highway Dept.
Missouri Highway & Transportation
North Carolina Dept. of Transportation
North Dakota State Highway Dept.
State of California Dept. of Personnel Admin.
State of Virginia Dept. Highway & Transportation
Utah Dept. of Transportation

TEXTILES

American Enka Co.

OTHER

Armstrong World Industries, Inc.
CBS, Inc.
The Clorox Company
Didde Graphic Systems Corp.
Frederick Electronics Corp.
Gould Inc., Gould Research Center
Harley-Davidson Motor Co., Inc.
Howmet Turbine Components Corp.
Hydrotherm, Inc.
Intertherm, Inc.
Kollmorgen Corp.—Photocircuits
Loews Corp.
Midrex Corp.
North Jersey District Water Supply Commission

AAES AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.
345 EAST 47th STREET • NEW YORK, NEW YORK 10017 • TELEPHONE 212-705-7840 • TELEX: 424668

ENGINEERING MANPOWER COMMISSION

January, 1984

TO CORPORATE SALARY ADMINISTRATORS AND OTHER PERSONNEL EXECUTIVES:

The Engineering Manpower Commission is conducting its annual survey of engineers' salaries. As a significant employer of engineering graduates you are invited to participate in this year's survey. The rates submitted should be those in effect February 1, 1984. Salaries for those who graduated in the first quarter of 1984 should be combined with the 1983 graduates.

Your reply is requested to reach this office by March 1, 1984, We regret that any data received later than March 19, 1984 cannot be included in the results. Participants in the survey will be entitled to the Member Discount of 40% off the list price of salary books published.

You are probably already familiar with our survey and the salary curves we publish from it. Salary data are reported in a form directly usable by most salary administrators. Median salaries are reported on the basis of experience broken down by such variables as supervisory status and degree level. The engineering salary survey has been conducted in its present form biennially since 1953, thereby providing salary trend continuity over a period of thirty years.

The engineering salary survey is conducted by the Engineering Manpower Commission of the American Association of Engineering Societies. Since AAES is a public service organization, broadly representative of the engineering profession, our reports are recognized as authoritative and impartial. Furthermore, we provide complete assurance of the confidentiality of the data submitted to us.

This year's data form is similar to that of previous years. You should note that salaries for Master's and Ph.D. degrees are reported as of the year the Bachelors degree was granted. In addition, this year we are including two new questions regarding salary budget and structure, which can be found on the back of this form. Please follow closely the instructions on the form and return all parts to us. If you need additional forms, we will be glad to provide them.

We hope you will join our other survey participants in helping to make this survey a success.

Very truly yours

Patrick J Sheridan

Patrick J. Sheridan
Director, Manpower Activities

FORM A

DO NOT DETACH THIS PAGE — SEE INSTRUCTIONS ON FORM

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1984

Please return this sheet with your filled-out data form. **Unidentified returns cannot be included in the survey.** Do not put your name and address on the form itself. When we have checked off receipt of your return and screened it for completeness, we will separate this address slip from the data form so that the confidentiality of your data will be assured.

If the mailing label affixed below is incorrect, incomplete, or missing, please indicate correct address:

1. Name of Reporting Organization: ____________________

Address: ____________________

City: ____________________ State: __________ Zip Code: __________

2. Name and title of person responsible for data: ____________________

Tel. No. (   )-__________

RETURN THIS ENTIRE DATA FORM AND FORM B TO:

ENGINEERING MANPOWER COMMISSION
345 East 47th Street, New York, New York 10017

FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

IMPORTANT — please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level — bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their **year of graduation with bachelor's degree**, to give a common basis for comparison. If year of graduation cannot be given, report by age **(average 1983 graduate is 23, etc.)**

SALARY — should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock **options, bonuses, etc.**

NON-SUPERVISORY ENGINEERS — should include all engineering graduates whose duties are not primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. **Please include non-supervisory engineering graduates who are currently in non-technical positions.** If any engineering graduates must be omitted, please describe on line 4 of the cover page of this form. **Do not report part-time employees.**

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)																	
	BACHELORS DEGREE HIGHEST HELD		1983 (23)	1982 (24)	1981 (25)	1980 (26)	1979 (27)	1978 (28)	1977 (29)	1976 (30)	1975 (31)	1972-1974 (32-34)	1969-1971 (35-37)	1966-1968 (38-40)	1963-1965 (41-43)	1960-1962 (44-46)	1957-1959 (47-49)	1954-1956- (50-52)	1951-1953 (53-57)	UP TO 1950 (58+)
101	$88,000 & over																			
102	$83,000-87,999	$5,000 intervals																		
103	$78,000-82,999																			
104	$73 000-77,999																			
105	$68,000-72,999																			
106	$63,000-67,999																			
107	$58,000-62,999																			
108	$53,000-57,999																			
109	$48,000-52,999																			
110	$45,000-47,999	$3,000 intervals																		
111	$42,000-44,999																			
112	$39,000-41,999																			
113	$36,000-38,999																			
114	$33,000-35,999																			
115	$30,000-32,999																			
116	$27,000-29,999																			
117	$26,000-26,999	$1,000 intervals																		
118	$25,000-25,999																			
119	$24,000-24,999																			
120	$23,000-23,999																			
121	$22,000-22,999																			
122	$21,000-21,999																			
123	$20,000-20,999																			
124	$19,000-19,999																			
125	$18,000-18,999																			
126	$17,000-17,999																			
127	Less than $17,000																			

MASTERS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE)

201	$88,000 & over																			
202	$83,000-87,999	$5,000 intervals																		
203	$78,000-82,999																			
204	$73 000-77,999																			
205	$68,000-72,999																			
206	$63,000-67,999																			
207	$58,000-62,999																			
208	$53,000-57,999																			
209	$48,000-52,999																			
210	$45,000-47,999	$3,000 intervals																		
211	$42,000-44,999																			
212	$39,000-41,999																			
213	$36,000-38,999																			
214	$33,000-35,999																			
215	$30,000-32,999																			
216	$27,000-29,999																			
217	$26,000-26,999	$1,000 intervals																		
218	$25,000-25,999																			
219	$24,000-24,999																			
220	$23,000-23,999																			
221	$22,000-22,999																			
222	$21,000-21,999																			
223	$20,000-20,999																			
224	$19,000-19,999																			
225	$18,000-18,999																			
226	$17,000-17,999																			
227	Less than $17,000																			

DOCTORS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE)

301	$88,000 & over																			
302	$83,000-87,999	$5,000 intervals																		
303	$78,000-82,999																			
304	$73 000-77,999																			
305	$68,000-72,999																			
306	$63,000-67,999																			
307	$58,000-62,999																			
308	$53,000-57,999																			
309	$48,000-52,999																			
310	$45,000-47,999	$3,000 intervals																		
311	$42,000-44,999																			
312	$39,000-41,999																			
313	$36,000-38,999																			
314	$33,000-35,999																			
315	$30,000-32,999																			
316	$27,000-29,999																			
317	$26,000-26,999	$1,000 intervals																		
318	$25,000-25,999																			
319	$24,000-24,999																			
320	$23,000-23,999																			
321	$22,000-22,999																			
322	$21,000-21,999																			
323	$20,000-20,999																			
324	$19,000-19,999																			
325	$18,000-18,999																			
326	$17,000-17,999																			
327	Less than $17,000																			

NOTE: Please use extra caution in filling in shaded areas.

FORM A
(Please also complete Form B)

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1984

A survey conducted by
ENGINEERING MANPOWER COMMISSION
of American Association of Engineering Societies

IN ORDER TO ASSURE COMPLETE CONFIDENTIALITY of employers' returns, please observe the following procedure:

DO NOT put your name and address on this form, but fill in information for questions 1-4 to enable correct classification of your reply.

Fill in the salary data for non-supervisory engineering graduates on the inside of this form. Also provide data for supervisory engineering graduates on Form B.

THEN FILL OUT THE FRONT PAGE, giving the name of the reporting organization and the person to contact. **DO NOT DETACH** — send the entire form to EMC.

If we do not receive a name and address with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the sheet entitled "EMC Policy Regarding Salary Survey Participants."

1. **Product of service code of organization (see below for preferred categories):**

2. Total number of employees in organization or unit (approx):

3. Please indicate state in which these engineers are predominantly employed, for purposes of determining regional salary differences:

4. If any employed NON-SUPERVISORY engineering graduates are NOT included in this report, please give such additional number and reason for omission:

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)
31 Aerospace
37 Automotive & railroad equipment
35 Business machines
51 Ceramic products, stone, clay, glass, cement
11 Chemicals, drugs, plastics
27 Computer
21 Electrical machinery & equipment
26 Electronic equipment
52 Food products
34 Instruments (precision)
56 Lumber & wood products
36 Machinery (other than electrical)
42 Metal products, fabricated
41 Metals, basic
46 Ordnance
53 Paper products
18 Petroleum
55 Rubber & plastic products, fabricated
38 Shipbuilding
54 Textile products
59 Other (please specify only if none of the above categories is satisfactory)

Non-Manufacturing Industry Groups (Specify service area below)
88 Business, trade, publishing
81 Communication services
68 Construction
71 Consultants, engineering & architectural
73 Engineering services, other
61 Mining
74 Research organizations & laboratories
84 Transportation services
86 Electric Utilities
87 Gas Utilities & Pipelines

Government (Specify Level)
01 Federal
02 State
03 Local

Educational Institutions (Specify Type)
91 Colleges & universities
93 Techinical institutes & junior colleges
94 Professional societies & non-profit institutions

Please complete and return this form to . . .

ENGINEERING MANPOWER COMMISSION
345 East 47th Street
New York, New York 10017

as promptly as possible.

Additional Questions Regarding Engineering Graduates in ALL Positions:

1) For the year 1984 how much have you budgeted for engineering salary increases:

a) Non-Supervisory ____________________

b) Supervisory ____________________

2) If you have formal engineering salary ranges or structures, how much have they been increased for the year 1984? ____________________

Please use this form for reporting salaries of all **non-supervisory** engineering graduates, including those who are in non-technical positions. **SUPERVISORY ENGINEERS SHOULD BE REPORTED ON FORM B.**

EXAMPLE OF COMPLETED FORM

Please report the number of individuals in each appropriate block as indicated below.

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)													
	BACHELORS DEGREE HIGHEST HELD		1983 (23)	1982 (24)	1981 (25)	1980 (26)	1979 (27)	1978 (28)	1977 (29)	1976 (30)	1975 (31)	1972-1974 (32-34)	1969-1971 (35-37)	1966-1968 (38-40)	1963-1965 (41-43)	1960-1962 (44-46)
101	$88,000 & over															
102	$83,000-87,999	$5,000 intervals														
103	$78,000-82,999										1					
104	$73,000-77,999															
105	$68,000-72,999									9						
106	$63,000-67,999							1		1	1					
107	$58,000-62,999								2							
108	$53,000-57,999				4	2	1		3	1						
109	$48,000-52,999				1	2	7	8								
110	$45,000-47,999	$3,000 intervals		3	12	10	3	1	2		1					
111	$42,000-44,999		2	8	3	4		1								
112	$39,000-41,999		5	6	2											
113	$36,000-38,999															
114	$33,000-35,999															

FORM B
(Please also complete Form A)

Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1984

A survey conducted by
ENGINEERING MANPOWER COMMISSION
of American Association of Engineering Societies

IN ORDER TO ASSURE COMPLETE CONFIDENTIALITY of employers' returns, please observe the following procedure:

DO NOT put your name and address on this form, but fill in information for questions 1-4 to enable correct classification of your reply.

Fill in the salary data for supervisory engineering graduates on the inside of this form. Also fill in the data for Form A.

THEN FILL OUT THE ADDRESS SHEETS ON FORMS A AND B and return **BOTH FORMS** to EMC.

If we do not receive a name and address slip with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the sheet entitled "EMC Policy Regarding Salary Survey Participants."

1. **Product of service code of organization (see below for preferred categories):** ______________________

2. Total number of employees in organization or unit (approx): ______________________

3. Please indicate state in which these engineers are predominantly employed, for purposes of determining regional salary differences: ______________________

4. If any employed SUPERVISORY engineering graduates are NOT included in this report, please give such additional number and reason for omission:

Number: ______________________ Reason: ______________________

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)
31 Aerospace
37 Automotive & railroad equipment
35 Business machines
51 Ceramic products, stone, clay, glass, cement
11 Chemicals, drugs, plastics
27 Computer
21 Electrical machinery & equipment
26 Electronic equipment
52 Food products
34 Instruments (precision)
56 Lumber & wood products
36 Machinery (other than electrical)
42 Metal products, fabricated
41 Metals, basic
46 Ordnance
53 Paper products
18 Petroleum
55 Rubber & plastic products, fabricated
38 Shipbuilding
54 Textile products
59 Other (please specify only if none of the above categories is satisfactory)

Non-Manufacturing Industry Groups (Specify service area below)
88 Business, trade, publishing
81 Communication services
68 Construction
71 Consultants, engineering & architectural
73 Engineering services, other
61 Mining
74 Research organizations & laboratories
84 Transportation services
86 Electric Utilities
87 Gas Utilities & Pipelines

Government (Specify Level)
01 Federal
02 State
03 Local

Educational Institutions (Specify Type)
91 Colleges & universities
93 Techinical institutes & junior colleges
94 Professional societies & non-profit institutions

FORM B

PRESENT SALARY OF SUPERVISORY ENGINEERING GRADUATES ONLY

IMPORTANT — please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level — bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their **year of graduation with bachelor's degree,** to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1983 graduate is 23, etc.)

SALARY — should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc.

SUPERVISORY ENGINEERS — should include all engineering graduates whose duties are primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. **Please report all supervisory engineering graduates, including those who are in general management or non-technical positions.** If any must be omitted, please describe them on line 4 of the cover page of this form. **Do not report part-time employees.**

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)																	
	BACHELORS DEGREE HIGHEST HELD		1983 (23)	1982 (24)	1981 (25)	1980 (26)	1979 (27)	1978 (28)	1977 (29)	1976 (30)	1975 (31)	1972-1974 (32-34)	1969-1971 (35-37)	1966-1968 (38-40)	1963-1965 (41-43)	1960-1962 (44-46)	1957-1959 (47-49)	1954-1956- (50-52)	1951-1953 (53-57)	UP TO 1950 (58-)	
101	$88,000 & over																				101
102	$83,000-87,999	$5,000 intervals																			102
103	$78,000-82,999																				103
104	$73,000-77,999																				104
105	$68,000-72,999																				105
106	$63,000-67,999																				106
107	$58,000-62,999																				107
108	$53,000-57,999																				108
109	$48,000-52,999																				109
110	$45,000-47,999	$3,000 intervals																			110
111	$42,000-44,999																				111
112	$39,000-41,999																				112
113	$36,000-38,999																				113
114	$33,000-35,999																				114
115	$30,000-32,999																				115
116	$27,000-29,999																				116
117	$26,000-26,999	$1,000 intervals																			117
118	$25,000-25,999																				118
119	$24,000-24,999																				119
120	$23,000-23,999																				120
121	$22,000-22,999																				121
122	$21,000-21,999																				122
123	$20,000-20,999																				123
124	$19,000-19,999																				124
125	$18,000-18,999																				125
126	$17,000-17,999																				126
127	Less than $17,000																				127

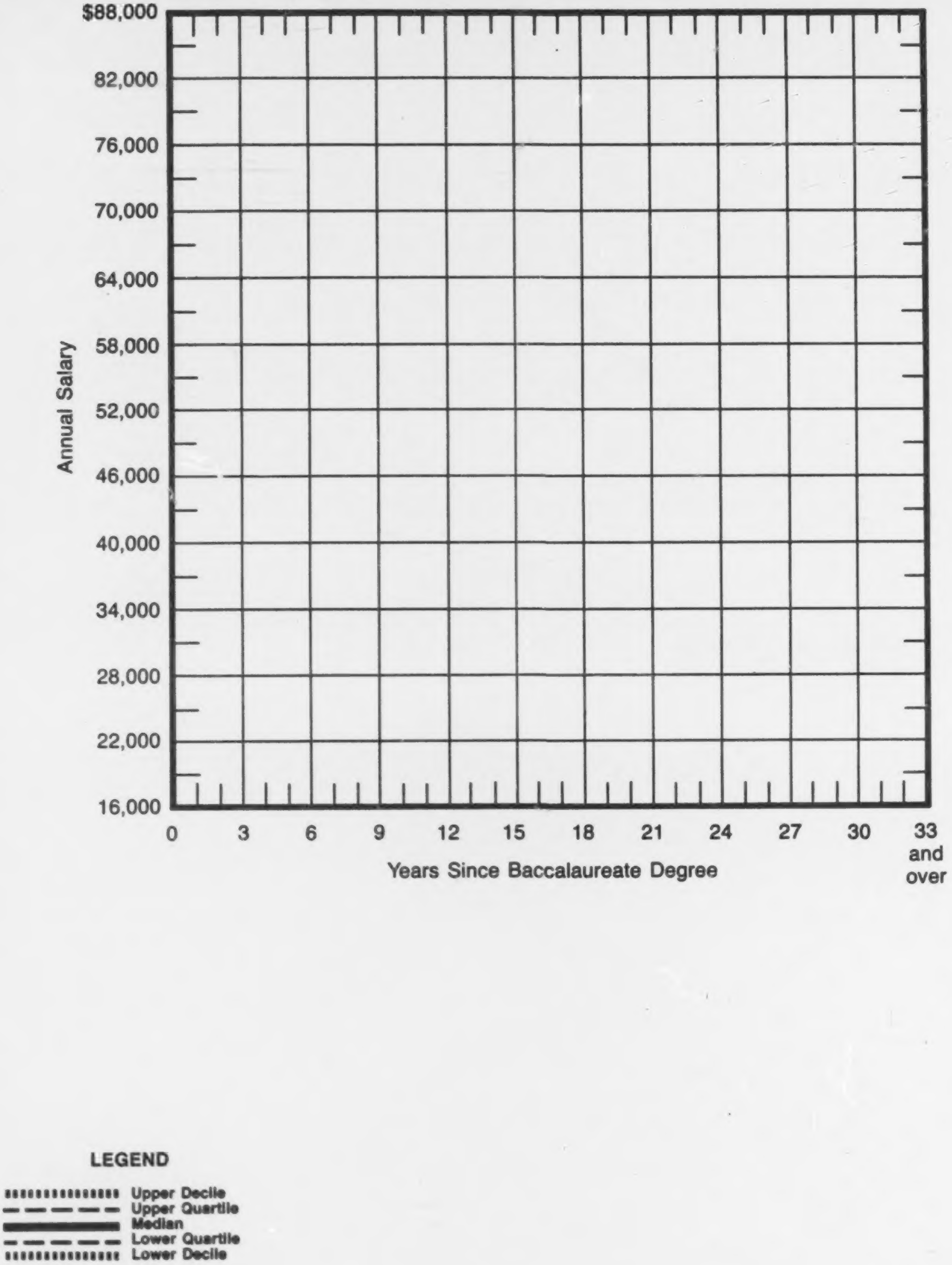
MASTERS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE)

201	$88,000 & over																				201
202	$83,000-87,999	$5,000 intervals																			202
203	$78,000-82,999																				203
204	$73,000-77,999																				204
205	$68,000-72,999																				205
206	$63,000-67,999																				206
207	$58,000-62,999																				207
208	$53,000-57,999																				208
209	$48,000-52,999																				209
210	$45,000-47,999	$3,000 intervals																			210
211	$42,000-44,939																				211
212	$39,000-41,999																				212
213	$36,000-38,999																				213
214	$33,000-35,999																				214
215	$30,000-32,999																				215
216	$27,000-29,999																				216
217	$26,000-26,999	$1,000 intervals																			217
218	$25,000-25,999																				218
219	$24,000-24,999																				219
220	$23,000-23,999																				220
221	$22,000-22,999																				221
222	$21,000-21,999																				222
223	$20,000-20,999																				223
224	$19,000-19,999																				224
225	$18,000-18,999																				225
226	$17,000-17,999																				226
227	Less than $17,000																				227

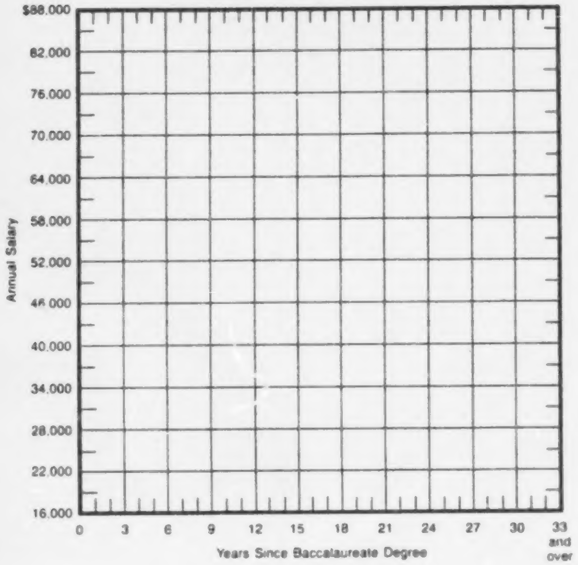
DOCTORS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE)

301	$88,000 & over																				301
302	$83,000-87,999	$5,000 intervals																			302
303	$78,000-82,999																				303
304	$73,000-77,999																				304
305	$68,000-72,999																				305
306	$63,000-67,999																				306
307	$58,000-62,999																				307
308	$53,000-57,999																				308
309	$48,000-52,999																				309
310	$45,000-47,999	$3,000 intervals																			310
311	$42,000-44,999																				311
312	$39,000-41,999																				312
313	$36,000-38,999																				313
314	$33,000-35,999																				314
315	$30,000-32,999																				315
316	$27,000-29,999																				316
317	$26,000-26,999	$1,000 intervals																			317
318	$25,000-25,999																				318
319	$24,000-24,999																				319
320	$23,000-23,999																				320
321	$22,000-22,999																				321
322	$21,000-21,999																				322
323	$20,000-20,999																				323
324	$19,000-19,999																				324
325	$18,000-18,999																				325
326	$17,000-17,999																				326
327	Less than $17,000																				327

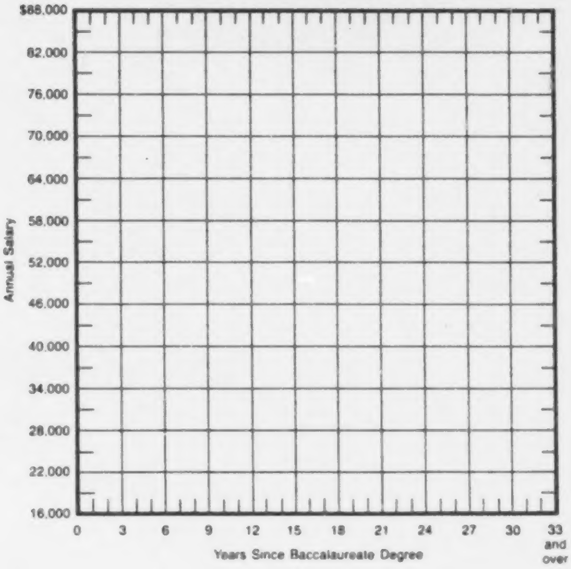
NOTE: Please use extra caution in filling in shaded areas.


$88,000
82,000
76,000
70,000
64,000
58,000
52,000
46,000
40,000
34,000
28,000
22,000
16,000
Annual Salary
0
3
6
9
12
15
18
21
24
27
30
33 and over
Years Since Baccalaureate Degree
LEGEND
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

NON-SUPERVISORS

LEGEND

┇┇┇┇ Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
┇┇┇┇ Lower Decile

AMERICAN ASSOCIATION OF
AAES
ENGINEERING SOCIETIES INC.

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.
345 East 47th Street
New York, New York 10017
(212) 705-7840

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Income

Professional Income of Engineers 1985

PROFESSIONAL INCOME OF ENGINEERS

1985

A Report of an Annual Survey
Conducted by the

ENGINEERING MANPOWER COMMISSION

A Commission of the Engineering Affairs Council
of the
American Association of Engineering Societies, Inc.
415 Second Street, NE
Washington, DC 20002

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ISBN # 0-87615-137-3

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.

The American Association of Engineering Societies (AAES) is a national federation of organizations representing one-half million engineers.

As a central coordinating organization, AAES focuses the resources of the engineering societies on technological issues of national and international importance.

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THE ENGINEERING MANPOWER COMMISSION
# of the
AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.

The Engineering Manpower Commission was organized in 1950 to serve as a focus for national technological manpower issues.

The Commission's program is carried out through the collection, analysis, and publication of significant data on engineering manpower, as well as the development of programs and policies designed to acquaint the public with the importance of engineering to the national welfare.

The Engineering Manpower Commission is charged with the following responsibility:

> "To engage in studies and analyses of the supply, demand, and utilization of engineering and technical manpower; to make recommendations, conduct programs, and develop reports concerning these aspects of engineering and technical manpower; and to carry on such other programs in the field of manpower as may be authorized by the Engineering Affairs Council of AAES."

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Director, Manpower Studies

ACKNOWLEDGEMENTS

The Engineering Manpower Commission is grateful for the cooperation of the hundreds of organizations that provided the data on which this report is based.

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PROFESSIONAL INCOME OF ENGINEERS

Introduction

This is the nineteenth in a series of reports, based on data supplied by employers, on salaries paid to engineering graduates in the United States. As in previous Engineering Manpower Commission surveys, engineering salary data are collected and presented on the basis of experience, defined as the number of years since attainment of a bachelor's degree. Responding organizations provide separate breakdowns of data for supervisory and nonsupervisory engineers with bachelor's, masters, and doctorate degrees.

Following past practices, engineering salary data are presented in both graphic and tabular forms, with details for upper and lower deciles, upper and lower quartiles, medians, and means.

Responding organizations were asked to provide data on salaries in effect on February 1, 1985. Base salaries and regular allowances such as cost of living differentials were to be included; irregular and unpredictable payments for overtime, stock options, bonuses, etc., were to be excluded.

Data were requested for full-time employees only. All engineering graduates were to be reported, including those in non-technical or managerial positions. However, some employers advised EMC, as they have in the past, that many top management personnel with engineering backgrounds were not included in their responses.

The objective of these salary surveys is to measure current levels and trends over time. The surveys are not exactly comparable from year to year because of changes in the composition of industrial sectors, changes in the makeup of the survey participants, and refinements and adjustments in the data collection methods. Despite these known variations, the general results of the salary surveys show a high degree of consistency over time.

The Engineering Manpower Commission does not evaluate individual salary situations, nor does it advise employers on the rates that should be paid for specific positions. EMC salary surveys show that the variation between top and bottom salaries (high and low deciles), for specific engineering positions and levels of experience, is as significant as is variation in pay scales over time. In the final analysis, individual salaries are a function of many factors, including economic conditions of particular industries and firms, and how effectively engineers perform in carrying out work.

History of EMC Salary Surveys

The American Association of Engineering Societies (and its predecessor organization, the Engineers Joint Council) has been engaged in studies of engineers' salaries for over 35 years. In 1949, EJC published *The Engineering Profession in Transition.* Studies of starting salaries for engineering graduates in different fields of employment were done in 1949 and 1950. A special study done by EJC for the Department of Defense was published in 1952 by the Bureau of Labor Statistics, *Employment, Education and Income of Engineers 1949-1950—A Survey of Engineering Society Members of Full Professional Grade.*

The first of the series of reports on *Professional Income of Engineers* was completed in 1953. Thereafter the studies were repeated, first every three years, then every two years. In 1966, EMC began to issue the more detailed *Engineers' Salaries: Special Industry Report* as well as the summary data in *Professional Income of Engineers.* In 1980, in response to many requests from the users of the survey, EMC began to report on engineering salaries annually.

Survey Methodology

Questionnaires were mailed in early Spring, 1985 to EMC's national list of engineering employers. Responses representing 75,896 engineers were obtained from 339 organizations. In 1984, EMC's salary survey experienced similar levels of participation (the 1985 study did not cover salaries of engineers in education).

Salaries were reported on two forms, one for supervisory personnel, the other for non-supervising engineers (copies of the questionnaires are appended to the end of this report). Both forms provided for separation of salary data for engineers with bachelors, masters, or doctorate degrees. After keying in data, machine-based records were printed and compared with the original questionnaires to verify the accuracy of the work.

Further processing of the data included each of the following steps:

1. Preliminary tabulations were run to establish the number of responding organizations and the number of engineers represented in the data for each industrial sector. Sectoral groups were formed only if they included at least five responding organizations and at least 200 engineers. Some sectors that have been included in previous salary survey reports

did not meet these requirements in 1985, including the federal government (no responding agencies this year); local government (insufficient numbers of engineers; the group was combined with state government); and computer manufacturers (too few responding companies; the group was combined with electronic manufacturers). Firms engaged in the manufacture of automotive or railroad equipment, basic metals, ceramic products, food products, textiles, fabricated rubber and plastic products, lumber/wood products, transportation services, and the business/trade/publishing sector all failed to meet minimal requirements for sectoral-level treatment, and were combined into a miscellaneous category. The shipbuilding industry, which had not met the needs for sectoral treatment in 1984, did meet these standards in 1985, and detailed data on that industry is included in this report.

2. Within sectors, no one responding organization was permitted to account for more than one-fifth (20 percent) of the data points, or number of engineering salaries, for the sector. Data for organizations that did not meet this requirement were weighted to bring them into conformity with this limit, with the excess cases allocated among the remaining organizations in the sector. This limits the influence that any single organization can have on the results of the survey. The actual effects of the adjustment are minimal unless the weighted organization differs substantially from others in a sector in its salary practices.

3. Within sectors, further divisions of the data to isolate such groups as all supervisors, all non-supervisors, all of those with masters' degrees, etc., can have the effect of reducing the size of data pools below the 200-case minimal standard for analysis. In such cases, the subgroups are eliminated from the published tabulations and analysis.

4. Across sectors, in overall national estimates for engineering salaries in all sectors, in regional estimates, and in other tabulations drawing on more than one sector, the data are weighted again to bring the sector-by-sector distribution of engineers in line with the actual distribution of engineers in the work force. The basis for this second set of weights is an occupation/industry matrix maintained by the Office of Economic Growth, U.S. Bureau of Labor Statistics. A version of the matrix using data for 1982 was utilized for this year's salary survey; a new occupation/industry matrix is being released by BLS, based on 1984 data, and will be used to conduct EMC's next salary survey in 1986. The BLS estimate of the size of the population of employed engineers is relatively conservative compared to estimates based on other sources such as the 1980 Census (BLS figures for 1982 count approximately 1,165,000 engineers in the labor force).

5. Final salary statistics presented in EMC reports are generated from raw results using four-parameter smooth curves computed by the least squares method. The raw statistics—medians, quartiles, etc.—are developed by straight-line interpolation within a salary bracket, to the nearest $50. For example, if the median salary for engineers with a given level of experience is the 20th case in the $17,000-$18,000 bracket, and if there are 100 cases in this bracket, then the median is 20/100 of the bracket's range, or $17,200.

Raw salary statistics are converted into smoothed curves of the form

$$y = ax^z + bx + c$$

where y = the reciprocal of the salary and x = (43 minus number of years since first degree) raised to the power z. The computational algorithm yields values for the parameters a, b, c, and z which will minimize the sum of the squares of the differences between raw and smooth values of y. The squared differences are weighted by the number of cases associated with each set of data points. Since each curve is computed independently, occasional anomolies are possible, such as curves apparently crossing or supervisors seeming to receive lower salaries than non-supervisors. If there are less than five salaries reported for any given level of experience, no statistics are generated.

Presentation of Results

Curves and tables for this report are organized in a hierarchy, starting with the broadest groupings—"All Industry," "All Manufacturing"—and working down to specific sectors, to the extent permitted by the data and the rules for minimal data pools listed above. Users should consult the Table of Contents for the report, selecting the group most comparable with their own. The classification of responding organizations into analytic sectors is listed in an Appendix, enabling users to judge the applicability of sectoral results to their own situations. Note that the sectoral assignments are selected by the respondents from a list on the questionnaires.

For the first time, EMC's salary curves for 1985 have been generated directly from a machine-based data file using graphics software and a plotter. Each set of curves is accompanied by a tabulation of the data on which the curves are based. Tables include mean salary (not plotted) and the distribution of cases among the several experience levels arrayed across the charts. These numbers should be checked by users to ensure that the distribution of workers in the data is comparable with their situations. The tables list the number of cases above $93,000 or below $18,000, the bracket limits used on the data collection instruments. Each set of tabulations also includes summary information on the number of cases entering into the results (these numbers may be weighted, in which case they will not necessarily agree with the accounting for the original survey response provided on page xi).

Data provided by specific reporting organizations for EMC salary surveys are confidential. Only aggregates and summary data for groups are presented.

The Engineering Manpower Commission's Compensation Committee is currently conducting a wide-ranging, thorough review of all aspects of EMC salary surveys. In particular, steps are being considered to increase participation, to raise the standards of analysis and reporting for the project, and to speed up the survey process so that results can be made available to users significantly sooner than in the past (the goal is release of salary survey results during the summer months). Comments and suggestions will be welcomed.

General Results

In addition to the data for engineers with specific levels of experience that is presented elsewhere in this report, EMC also generates overall estimates of salaries for all engineering graduates. For 1985, these results are:

Overall Engineering Salaries (Weighted National Averages)

Upper Decile	$60,800
Upper Quartile	49,950
Median	40,300
Lower Quartile	33,100
Lower Decile	28,300
Mean	42,950
Number of Cases	70,173
Number over $93,000	721
Number under $18,000	88

Over the years, the impact of inflation on engineering salaries has been devastating, particularly in 1974-75 and 1980-81 when increases in the cost of living reached double-digit levels. The Consumer Price Index for All Urban Consumers reached 317.4 in February, 1985, the reference period for EMC salary data. This represented an increase of 3.5 percent over the preceding 12 months. (The average cost of living during 1967 is used to establish the baseline value of 100.0 for the CPI.)

The following tabulation illustrates how inflation reduces the impact of engineering salary increases over time:

ANALYSIS OF THE EFFECT OF INCREASES IN THE COST OF LIVING ON MEDIAN ENGINEERING SALARIES, 1955-1985*

Engineers receiving bachelor's degree in:	Years of Experience by 1985	Starting Rate:		1985 Rate:		Annual Percentage Increase:	
		Actual Dollars:	Constant Dollars:	Actual Dollars:	Constant Dollars:	Actual Dollars:	Constant Dollars:
1955	30	$ 5,300	$6,617	$49,750	$15,674	7.5%	2.9%
1960	25	6,300	7,159	48,850	15,391	8.2	3.1
1965	20	7,825	8,360	47,067	14,829	9.0	2.9
1970	15	10,500	9,219	44,150	13,910	9.6	2.7
1975	10	13,200	8,397	39,850	12,555	11.1	4.0
1980	5	19,600	8,291	34,050	10,728	11.1	5.2
1983	2	24,800	8,458	30,050	9,468	9.6	5.7
1984	1	26,100	8,513	28,700	9,042	9.5	6.0
1985	0	27,300	8,601	(same)	(same)	N/APP	N/APP

*Starting salaries from prior EMC surveys (figures for 1965 and 1975 interpolated from biennial studies in 1964/66 and 1974/76). 1985 salaries from tabulations for the current survey's weighted national average, interpolating as needed for the longer experience brackets.

In constant dollars, starting salaries for engineers peaked in the late 1960's, fell back somewhat in the early 1970's, and have remained relatively constant since. Starting salaries slightly outpaced inflation between the 1984 and 1985 surveys; the Consumer Price Index rose 3.5 percent, while the median starting rate rose 4.6 percent.

Definitions

1. Industrial Sectors and Combined Groupings:

Weighted National Average tabulations include all reporting organizations.

All Industries include all organizations except government agencies.

All Manufacturing includes aerospace, chemical, electrical and electronic equipment, machinery (other than electric), metal products, petroleum, shipbuilding, and a combined group of "miscellaneous" manufacturers (see below).

Electrical and Electronic Equipment is a summary class for manufacturers of electrical and electronic products, respectively (each sector is also treated separately). Electronic equipment includes manufacturers of computers, unlike 1984 when it was feasible to form a separate analytic category for those companies.

Miscellaneous Manufacturing includes companies in a number of sectors that lacked sufficient data for separate treatment: automobile and railroad equipment, basic metals, ceramics, food products, paper products, textiles, fabricated rubber and plastic products, and lumber and wood products. It also includes responses from organizations in the combined publishing, trade and business sectors; transportation services; and an "other" group composed of organizations not elsewhere classified (see below).

Other Manufacturing is a residual sector used by responding organizations that did not wish to be classed in more specific categories. See the Appendix for a list of these participants.

Non-manufacturing Industries is a summary class that includes communications, construction, consulting and engineering services, mining, utilities, and professional societies and other non-profits.

Consulting and Engineering Services includes those two sub-sectors plus research and development organizations. For cross-sectoral weighting purposes, R&D participants are not counted, as the Bureau of Labor Statistics does not define an analogous R&D category.

Utilities include electric and gas utilities. When combined utilities opted to be classed in both categories, they were placed in the gas category; most of the gas companies are such combined utilities.

Large Industrial Employers have 5,000 or more employees; *Medium Industrial Employers* have between 500 and 4,999 employees; *Small Industrial Employers* have less than 500 employees.

A table classifying the States by the regional groupings used in this report is provided at the opening of the tabulations for salary variations by region.

2. Chart Data:

Median: the point in a ranked array of data that divides the series in half; the case (the value may be interpolated) at the 50th percentile.

Quartile: points in ranked arrays that divide the series into quarters. The lower quartile is the 25th percentile; the upper quartile is the 75th percentile.

Decile: points in ranked arrays that divide the series into tenths. The upper decile is the 90th percentile; the lower decile is the 10th percentile.

Mean: sum of the values of the data, divided by the number of cases (data points). Provided as a convenience in EMC tabulations, but frequently rejected in favor of medians for income analysis because means are affected by the value of the extreme cases in a distribution.

Years Since Baccalaureate Degree: a measure of experience. In 1985, an engineer with zero years of experience received the bachelor's degree in 1984 or the first quarter of 1985. Engineers with two, three or more years of experience may have been working or may have been pursuing advanced degrees.

Supervisors: those whose duties are primarily managerial or supervisory, whether or not they are currently working in engineering positions. Some participating companies indicate that they do not report data on top managers with engineering backgrounds, however.

As in the past, blank charts are provided in the back of the report to assist readers who wish to plot additional curves.

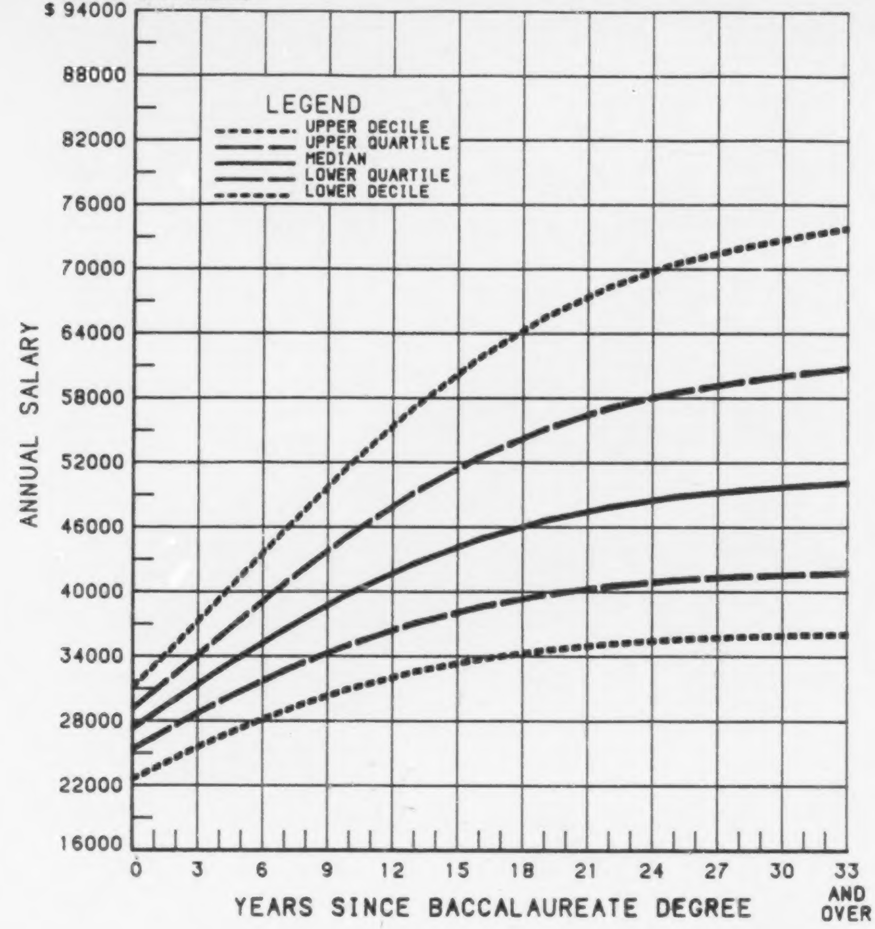
DISTRIBUTION OF RESPONSES

Group	No. of Participating Organizations	No. of Engineers Represented:
All Participants	339	75,896
All Industries	323	74,351
All Manufacturers	159	38,327
Aerospace	9	5,006
Chemical	17	10,678
Electric/Electronic	32	13,293
Electric Machinery	10	1,842
Electronic Equipment	22	11,451
Instruments	6	221
Machinery (o/t electric)	14	472
Metal Products	19	2,016
Petroleum	16	1,881
Shipbuilding	5	1,640
Misc. Manufacturers	41	3,120
Others (N.E.C.)	15	2,442
All Non-Manufacturers	164	36,024
Communication Services	13	2,278
Construction	17	1,806
Design/Consulting/Services	35	10,100
Consulting	26	6,475
Other Engineering Services	9	3,625
Mining	5	294
Research Laboratories	27	8,639
Utilities	61	12,668
Electric Utilities	44	11,148
Gas Utilities	17	1,520
Prof. Societies/Nonprofits	6	239
Government	16	1,545

NOTE: Final tabulations are based on weighted data and will not necessarily match this accounting. The number of weighted data points for each set of tabulations is provided as a convenience for the reader.

WEIGHTED NATIONAL AVERAGES

WEIGHTED NATIONAL AVERAGE
ALL ENGINEERS

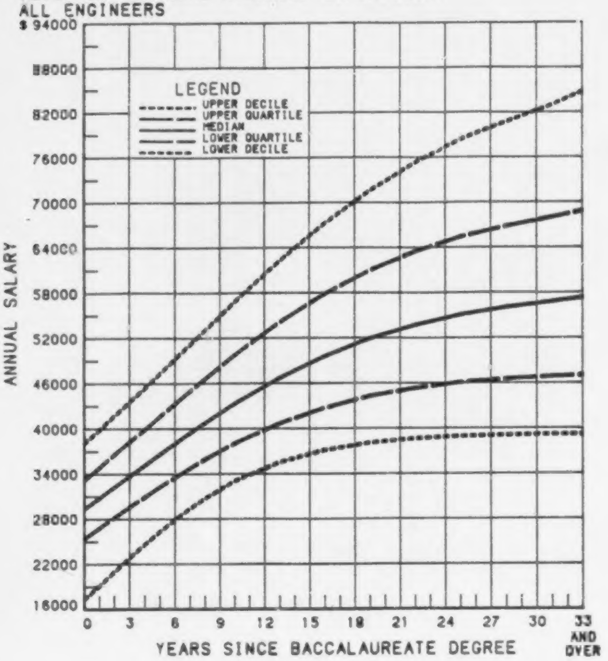


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31150	33150	35200	37300	39400	41500	43600	45700	47750
UPPER QUARTILE	29150	30800	32450	34150	35850	37500	39150	40750	42300
MEDIAN	27300	28700	30050	31400	32750	34050	35300	36500	37650
LOWER QUARTILE	25400	26500	27650	28750	29800	30800	31750	32700	33550
LOWER DECILE	22600	23600	24600	25600	26500	27350	28200	28950	29700
MEAN	27350	28800	30200	31650	33050	34400	35800	37100	38350
TOTAL NUMBER	2613	2527	2671	2910	3080	2892	2611	2245	2323
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	9	9	3	13	0	9	2	0

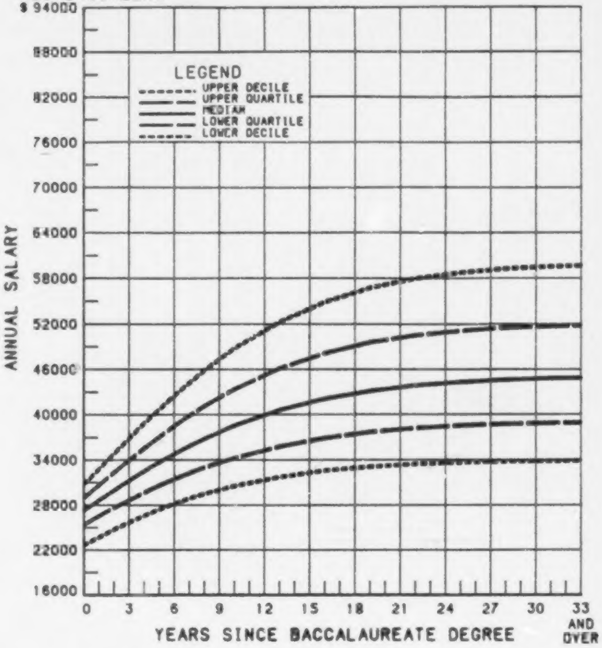
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51750	57200	61800	65550	68400	70550	72000	73150	73850
UPPER QUARTILE	45300	49250	52550	55150	57150	58550	59550	60350	60800
MEDIAN	39850	42650	44900	46650	47900	48850	49450	49900	50150
LOWER QUARTILE	35100	37100	38600	39750	40550	41100	41450	41650	41800
LOWER DECILE	31000	32600	33750	34600	35200	35600	35850	36050	36100
MEAN	40800	43950	46550	48600	50150	51250	52000	52650	53000
TOTAL NUMBER	6569	6775	5326	4995	4471	4591	3775	3361	6429
OVER $93000	2	7	5	55	87	68	91	121	281
UNDER $18000	6	6	2	0	2	0	1	1	2

ENGINEERS COVERED - 70173

WEIGHTED NATIONAL AVERAGE, SUPERVISORY
ALL ENGINEERS



WEIGHTED NATIONAL AVERAGE, NON-SUPERVISORY
ALL ENGINEERS



WEIGHTED NATIONAL AVERAGE, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38050	39850	41700	43550	45400	47300	49250	51150	53050
UPPER QUARTILE	33200	34850	36550	38250	39900	41600	43300	44950	46600
MEDIAN	29350	30800	32250	33700	35150	36600	38000	39400	40750
LOWER QUARTILE	25350	26800	28200	29600	30950	32300	33550	34750	35950
LOWER DECILE	17300	19100	20950	22800	24600	26300	27900	29400	30750
MEAN	29650	31150	32650	34200	35700	37200	38700	40150	41550
TOTAL NUMBER	79	127	172	148	322	400	502	456	516
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56800	62250	67200	71600	75350	78400	80750	83000	84800
UPPER QUARTILE	49750	54100	57850	61000	63500	65400	66800	68000	68850
MEDIAN	43300	46700	49600	51950	53750	55100	56050	56850	57350
LOWER QUARTILE	38050	40700	42750	44300	45350	46100	46550	46900	47050
LOWER DECILE	33050	35550	37150	38100	38650	38950	39100	39200	39200
MEAN	44300	47950	51050	53550	55550	57000	58050	58900	59500
TOTAL NUMBER	1873	2724	2363	2308	2094	2302	1903	1772	3107
OVER $93000	2	7	5	55	86	67	91	120	239
UNDER $18000	3	3	0	0	0	0	0	0	0

ENGINEERS COVERED - 23175

WEIGHTED NATIONAL AVERAGE, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30750	32800	34850	36850	38850	40700	42550	44250	45900
UPPER QUARTILE	28950	30650	32350	33950	35550	37050	38500	39850	41150
MEDIAN	27250	28650	29950	31250	32500	33700	34800	35850	36800
LOWER QUARTILE	25400	26550	27650	28650	29650	30600	31450	32250	33000
LOWER DECILE	22650	23700	24750	25700	26600	27450	28200	28900	29500
MEAN	27250	28700	30100	31450	32750	34000	35150	36300	37300
TOTAL NUMBER	2534	2399	2499	2761	2758	2492	2109	1789	1807
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	9	9	3	7	0	6	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48800	52300	54900	56750	58000	58750	59250	59550	59650
UPPER QUARTILE	43400	46150	48150	49600	50550	51150	51550	51750	51850
MEDIAN	38550	40600	42100	43150	43900	44350	44650	44850	44900
LOWER QUARTILE	34250	35800	36900	37700	38200	38550	38750	38850	38900
LOWER DECILE	30550	31750	32600	33100	33450	33650	33800	33850	33900
MEAN	39200	41450	43150	44350	45150	45700	46050	46250	46350
TOTAL NUMBER	4695	4051	2962	2687	2376	2288	1872	1588	3322
OVER $93000	0	0	0	0	0	0	0	0	41
UNDER $18000	2	2	2	0	1	0	0	0	1

ENGINEERS COVERED - 46998

WEIGHTED NATIONAL AVERAGE, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30500	32500	34500	36500	38550	40600	42650	44600	46600
UPPER QUARTILE	29000	30550	32150	33750	35350	36900	38450	39950	41400
MEDIAN	27250	28550	29850	31150	32400	33600	34750	35850	36900
LOWER QUARTILE	25450	26450	27500	28500	29450	30350	31200	32050	32800
LOWER DECILE	22550	23500	24400	25300	26150	26950	27700	28400	29100
MEAN	27200	28550	29850	31200	32500	33800	35050	36300	37450
TOTAL NUMBER	2528	2375	2416	2575	2666	2432	2030	1633	1746
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	9	9	3	13	0	9	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50300	55300	59450	62750	65250	67050	68250	69200	69700
UPPER QUARTILE	44100	47700	50650	52950	54700	55950	56800	57500	57900
MEDIAN	38850	41300	43250	44750	45800	46550	47100	47450	47650
LOWER QUARTILE	34200	36000	37350	38350	39100	39600	39950	40200	40350
LOWER DECILE	30250	31700	32800	33550	34100	34500	34700	34900	34950
MEAN	39650	42550	44950	46800	48200	49200	49900	50450	50700
TOTAL NUMBER	4589	4859	3639	3175	2949	3248	2607	2594	4859
OVER $93000	2	2	4	9	56	51	39	88	181
UNDER $18000	6	6	2	0	1	0	0	0	1

ENGINEERS COVERED - 52930

WEIGHTED NATIONAL AVERAGE, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36800	38450	40100	41800	43550	45300	47100	48850	50650
UPPER QUARTILE	32800	34350	35850	37400	39000	40550	42050	43600	45050
MEDIAN	29300	30650	31950	33300	34600	35900	37200	38450	39650
LOWER QUARTILE	25250	26550	27850	29150	30400	31600	32750	33850	34900
LOWER DECILE	17300	19000	20700	22400	24050	25600	27050	28450	29700
MEAN	29350	30700	32100	33500	34900	36250	37600	38950	40250
TOTAL NUMBER	72	118	150	133	272	351	430	339	407
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54200	59350	64200	68600	72400	75600	78200	80700	82850
UPPER QUARTILE	47950	51900	55400	58300	60650	62500	63850	65050	65900
MEDIAN	41950	45050	47700	49850	51550	52800	53750	54500	55050
LOWER QUARTILE	36850	39250	41050	42400	43400	44050	44450	44800	44950
LOWER DECILE	31850	34250	35800	36750	37300	37650	37800	37900	37900
MEAN	42750	46150	49050	51450	53350	54800	55850	56750	57400
TOTAL NUMBER	1345	1973	1582	1524	1441	1714	1367	1375	2416
OVER $93000	2	2	4	9	56	51	38	88	180
UNDER $18000	3	3	0	0	0	0	0	0	0

ENGINEERS COVERED - 17017

WEIGHTED NATIONAL AVERAGE, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	32250	34250	36250	38150	39950	41650	43200	44650
UPPER QUARTILE	28800	30450	32050	33600	35100	36500	37850	39050	40200
MEDIAN	27150	28500	29800	31050	32200	33300	34300	35250	36150
LOWER QUARTILE	25400	26500	27500	28450	29350	30200	30950	31700	32350
LOWER DECILE	22550	23550	24550	25450	26300	27050	27750	28400	28950
MEAN	27000	28400	29800	31100	32300	33500	34600	35600	36550
TOTAL NUMBER	2456	2256	2266	2442	2393	2080	1600	1294	1339
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	9	9	3	7	0	6	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47200	50150	52150	53500	54350	54900	55200	55350	55400
UPPER QUARTILE	42200	44600	46250	47400	48150	48650	48900	49100	49200
MEDIAN	37650	39400	40650	41550	42100	42450	42650	42800	42850
LOWER QUARTILE	33500	34850	35800	36500	36900	37200	37400	37500	37550
LOWER DECILE	29900	31000	31700	32150	32400	32600	32700	32750	32750
MEAN	38200	40100	41500	42400	43050	43450	43700	43850	43900
TOTAL NUMBER	3243	2886	2057	1651	1508	1534	1240	1219	2443
OVER $93000	0	0	0	0	0	0	0	0	1
UNDER $18000	2	2	2	0	1	0	0	0	1

ENGINEERS COVERED - 35913

WEIGHTED NATIONAL AVERAGE, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38250	39600	41050	42500	43950	45450	47000	48550	50100
UPPER QUARTILE	33950	35150	36400	37650	38950	40250	41550	42900	44200
MEDIAN	30600	31650	32650	33750	34800	35850	36950	38050	39100
LOWER QUARTILE	27750	28700	29650	30650	31600	32550	33450	34350	35250
LOWER DECILE	25750	26550	27350	28200	29000	29750	30550	31300	32050
MEAN	31350	32400	33500	34600	35750	36850	38000	39150	40300
TOTAL NUMBER	67	151	249	319	382	435	495	542	505
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53250	57950	62450	66650	70400	73500	75900	78150	79750
UPPER QUARTILE	46900	50850	54600	58000	60850	63100	64650	65700	65600
MEDIAN	41250	44300	47100	49550	51600	53100	54200	54950	55050
LOWER QUARTILE	37000	39350	41350	42950	44250	45150	45800	46300	46600
LOWER DECILE	33450	35400	36950	38200	39050	39550	39800	39750	39250
MEAN	42550	45800	48800	51450	53600	55300	56450	57300	57450
TOTAL NUMBER	1754	1520	1383	1371	1136	1097	914	674	1242
OVER $93000	0	4	0	24	28	12	49	30	50
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 14245

WEIGHTED NATIONAL AVERAGE, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	47000	48350	0	51150	52550	54050	55550	57050
UPPER QUARTILE	0	41000	42250	0	44900	46200	47550	48850	50150
MEDIAN	0	34900	36100	0	38600	39800	41050	42300	43500
LOWER QUARTILE	0	32450	33350	0	35200	36150	37050	38000	38950
LOWER DECILE	0	31050	31800	0	33250	33950	34700	35400	36150
MEAN	0	37250	38350	0	40600	41750	42900	44100	45250
TOTAL NUMBER	1	9	21	4	39	43	63	95	88
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	60200	65050	69950	74700	79200	83150	86300	88900	88200
UPPER QUARTILE	52750	56550	60050	63250	66100	68500	70500	72500	74500
MEDIAN	45950	49400	52550	55350	57750	59650	61150	62500	63700
LOWER QUARTILE	40850	43600	46250	48650	50700	52400	53700	54750	55100
LOWER DECILE	37550	39550	41450	43150	44600	45850	46800	47750	48500
MEAN	47550	50950	54200	57100	59650	61700	63300	64700	65450
TOTAL NUMBER	475	626	688	611	499	499	439	362	561
OVER $93000	0	4	0	24	28	12	49	30	29
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 5131

WEIGHTED NATIONAL AVERAGE, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38800	39750	40750	41800	42850	43900	44950	46050	47150
UPPER QUARTILE	34250	35300	36300	37350	38350	39400	40400	41400	42400
MEDIAN	30650	31650	32600	33550	34500	35450	36350	37250	38150
LOWER QUARTILE	27900	28750	29600	30450	31300	32150	32950	33750	34500
LOWER DECILE	25850	26650	27400	28150	28850	29550	30200	30850	31450
MEAN	31600	32500	33400	34300	35200	36100	37000	37900	38750
TOTAL NUMBER	65	142	228	314	342	391	432	447	416
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49350	52650	55850	58850	61550	63750	65350	66400	64900
UPPER QUARTILE	44300	46950	49300	51350	52950	54250	55150	55950	56500
MEDIAN	39800	42100	44000	45600	46850	47750	48400	48950	49350
LOWER QUARTILE	35950	37850	39400	40550	41350	41800	42000	41950	41500
LOWER DECILE	32600	33950	35050	35850	36350	36700	36850	36950	36950
MEAN	40450	42800	44850	46600	48000	49100	49850	50450	50700
TOTAL NUMBER	1279	894	695	760	636	597	475	311	681
OVER $93000	0	0	0	0	0	0	0	0	21
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 9113

WEIGHTED NATIONAL AVERAGE, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	45650	0	0	49550	50900	52250	53600	54950	56350
UPPER QUARTILE	39650	0	0	43300	44550	45800	47050	48350	49600
MEDIAN	36950	0	0	39900	40850	41850	42850	43850	44800
LOWER QUARTILE	32600	0	0	35550	36500	37450	38400	39300	40200
LOWER DECILE	29400	0	0	32050	32900	33700	34500	35300	36050
MEAN	37200	0	0	40400	41450	42550	43600	44650	45700
TOTAL NUMBER	18	0	4	15	31	25	84	69	71
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59050	63150	67150	70900	74450	77650	80450	83550	87150
UPPER QUARTILE	52100	55850	59450	62800	65900	68650	71000	73600	76350
MEDIAN	46750	49550	52250	54700	56950	58900	60600	62400	64400
LOWER QUARTILE	41900	44250	46250	48000	49400	50550	51400	52250	52950
LOWER DECILE	37500	39450	41150	42500	43550	44400	45000	45550	46000
MEAN	47800	50800	53600	56150	58450	60400	62050	63750	65450
TOTAL NUMBER	225	394	303	448	385	244	252	92	326
OVER $93000	0	0	0	21	2	3	2	2	48
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2997

WEIGHTED NATIONAL AVERAGE, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34900	0	0	43250	46200	0	52250	55300	58300
UPPER QUARTILE	35900	0	0	42900	45300	0	49950	52250	54450
MEDIAN	31650	0	0	37650	39700	0	43750	45750	47700
LOWER QUARTILE	30950	0	0	35550	37050	0	40100	41600	43050
LOWER DECILE	31650	0	0	35050	36150	0	38350	39400	40450
MEAN	33200	0	0	39100	41100	0	45050	47000	48850
TOTAL NUMBER	5	0	0	11	9	4	8	22	20
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	64100	71800	77800	81900	84400	85700	86250	86400	86250
UPPER QUARTILE	58550	63950	68150	71300	73450	74900	75850	76550	76950
MEDIAN	51350	56250	60250	63350	65600	67200	68300	69100	69650
LOWER QUARTILE	45800	49600	52750	55350	57350	58850	59950	60850	61500
LOWER DECILE	42400	45100	47450	49400	51000	52200	53150	54000	54650
MEAN	52450	57200	61050	64050	66300	67850	68900	69750	70300
TOTAL NUMBER	52	123	93	172	153	88	95	34	128
OVER $93000	0	0	0	21	2	2	2	2	29
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1026

WEIGHTED NATIONAL AVERAGE, NON-SUPERVISORY, PHD

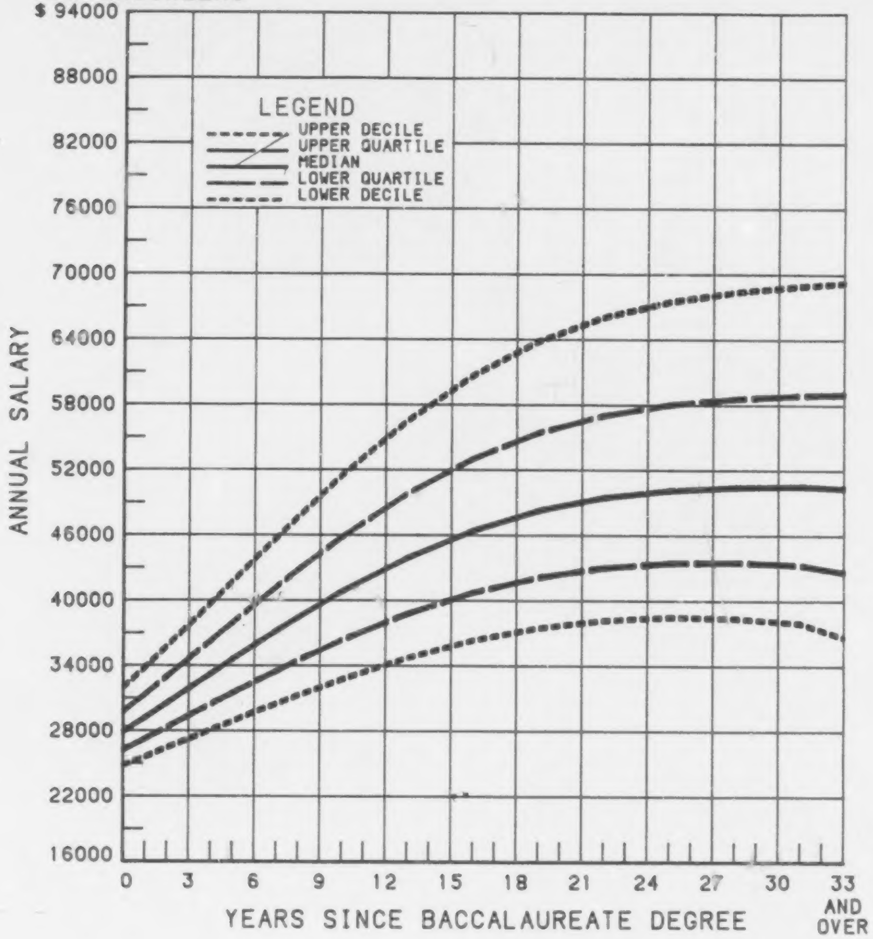
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	46200	0	0	0	49500	50350	51250	52100	53000
UPPER QUARTILE	42750	0	0	0	45350	46050	46750	47500	48200
MEDIAN	37650	0	0	0	40850	41650	42450	43200	43950
LOWER QUARTILE	35950	0	0	0	38250	38800	39350	39900	40450
LOWER DECILE	30000	0	0	0	32800	33450	34150	34800	35400
MEAN	38700	0	0	0	41500	42250	42950	43650	44350
TOTAL NUMBER	12	0	4	4	21	20	76	47	51
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54850	57700	60650	63650	66750	69850	72950	77050	83750
UPPER QUARTILE	49700	52050	54550	57200	59950	62850	65900	70200	78350
MEDIAN	45450	47600	49550	51350	52950	54300	55450	56700	58000
LOWER QUARTILE	41500	43000	44350	45600	46700	47650	48450	49300	50300
LOWER DECILE	36600	38250	39650	40850	41800	42550	43100	43650	44050
MEAN	45800	47900	49950	51950	53850	55650	57300	59250	61800
TOTAL NUMBER	173	270	209	275	232	156	157	57	197
OVER $93000	0	0	0	0	0	0	0	0	19
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1970

CURVES AND TABLES BY SIZE OF EMPLOYER

LARGE EMPLOYERS
ALL ENGINEERS

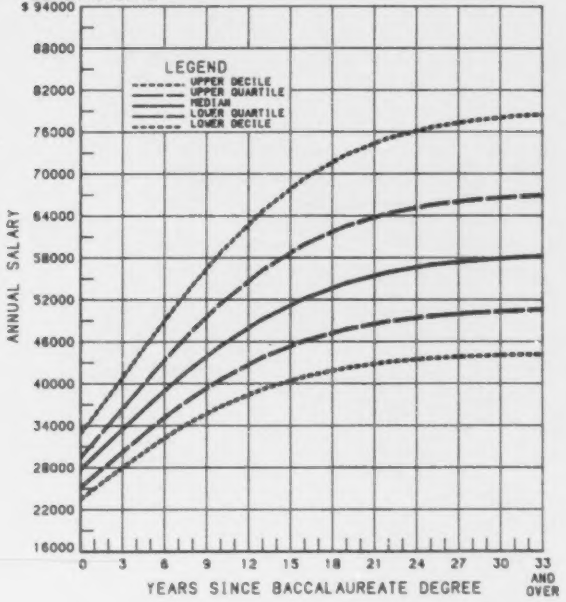


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31950	33850	35800	37750	39750	41750	43800	45750	47700
UPPER QUARTILE	29750	31350	33000	34650	36300	37950	39600	41250	42850
MEDIAN	27900	29200	30550	31900	33250	34600	35900	37200	38450
LOWER QUARTILE	26200	27250	28300	29400	30450	31500	32500	33500	34500
LOWER DECILE	24800	25600	26450	27250	28100	28900	29750	30500	31300
MEAN	28350	29700	31050	32400	33800	35150	36500	37850	39200
TOTAL NUMBER	598	715	648	801	826	835	721	629	647
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	0	0	0	0	0

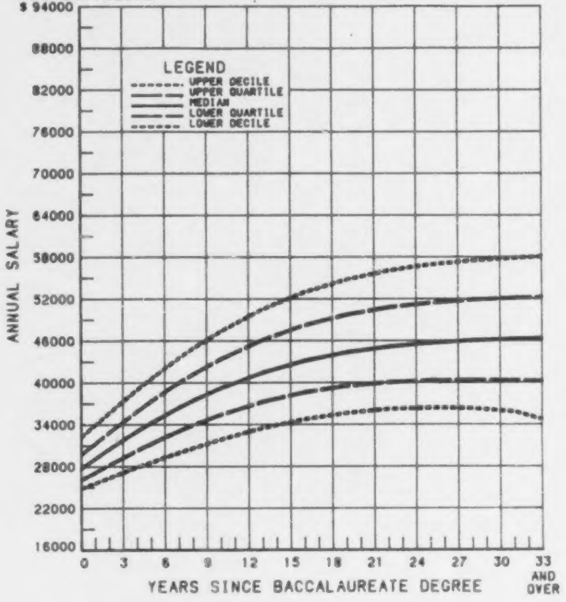
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51500	56550	60700	63850	66100	67500	68400	68950	69250
UPPER QUARTILE	45850	49850	53050	55450	57050	58050	58600	58900	59000
MEDIAN	40850	43950	46450	48300	49500	50150	50450	50550	50350
LOWER QUARTILE	36350	38800	40750	42150	43050	43500	43550	43300	42650
LOWER DECILE	32750	34750	36350	37500	38200	38500	38400	37950	36650
MEAN	41700	45050	47800	49850	51250	52050	52400	52450	52200
TOTAL NUMBER	1739	1984	1650	1637	1407	1474	1239	1139	1999
OVER $93000	0	3	1	13	28	25	24	23	49
UNDER $18000	0	0	0	0	0	0	0	0	1

ENGINEERS COVERED - 20695

LARGE EMPLOYERS, SUPERVISORY
ALL ENGINEERS



LARGE EMPLOYERS, NON-SUPERVISORY
ALL ENGINEERS



LARGE EMPLOYERS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32850	35500	38200	40900	43650	46350	49000	51600	54100
UPPER QUARTILE	29450	31750	34100	36450	38750	41100	43350	45500	47600
MEDIAN	27800	29700	31600	33500	35350	37200	38950	40700	42350
LOWER QUARTILE	25150	26900	28600	30300	31950	33600	35150	36650	38050
LOWER DECILE	23450	25000	26550	28050	29500	30900	32250	33500	34650
MEAN	28050	30050	32100	34100	36150	38100	40000	41850	43600
TOTAL NUMBER	36	64	43	56	106	147	164	117	174
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58800	64750	69400	72800	75150	76700	77650	78300	78550
UPPER QUARTILE	51450	56250	59950	62600	64400	65600	66300	66750	66950
MEDIAN	45400	49250	52200	54400	55950	57000	57600	58050	58250
LOWER QUARTILE	40600	43800	46150	47800	48950	49700	50150	50450	50600
LOWER DECILE	36750	39250	41050	42300	43150	43650	43950	44150	44200
MEAN	46850	50900	54000	56250	57800	58800	59450	59850	60000
TOTAL NUMBER	447	791	709	701	669	677	558	484	762
OVER $93000	0	3	1	13	28	25	24	22	47
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6714

LARGE EMPLOYERS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32250	34000	35700	37350	39000	40550	42050	43500	44900
UPPER QUARTILE	29750	31300	32900	34400	35900	37350	38700	40000	41200
MEDIAN	27750	29150	30500	31800	33050	34250	35350	36450	37450
LOWER QUARTILE	26100	27150	28250	29250	30300	31250	32200	33100	33950
LOWER DECILE	24900	25650	26400	27150	27900	28600	29300	30000	30650
MEAN	28350	29650	30950	32200	33400	34600	35700	36750	37750
TOTAL NUMBER	561	650	604	744	719	687	556	512	473
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47400	50550	53000	54800	56100	56950	57500	57900	58100
UPPER QUARTILE	43400	46150	48250	49750	50800	51450	51900	52150	52250
MEDIAN	39250	41450	43150	44350	45150	45700	46050	46250	46350
LOWER QUARTILE	35450	37300	38650	39550	40050	40300	40350	40300	40200
LOWER DECILE	31900	33550	34800	35700	36250	36400	36300	35850	34750
MEAN	39550	41800	43500	44800	45650	46250	46600	46850	46950
TOTAL NUMBER	1291	1192	940	936	737	797	681	654	1237
OVER $93000	0	0	0	0	0	0	0	0	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 13980

LARGE EMPLOYERS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31800	33650	35550	37450	39350	41250	43150	45000	46800
UPPER QUARTILE	29600	31200	32800	34400	36000	37550	39100	40550	42000
MEDIAN	27750	29100	30450	31750	33050	34300	35500	36650	37750
LOWER QUARTILE	25900	27050	28200	29300	30350	31400	32350	33300	34150
LOWER DECILE	24800	25550	26350	27100	27850	28600	29350	30050	30750
MEAN	28200	29550	30900	32250	33550	34850	36150	37350	38550
TOTAL NUMBER	594	678	598	719	722	712	587	485	481
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50250	54950	58900	62100	64550	66300	67550	68500	69000
UPPER QUARTILE	44700	48250	51150	53400	55100	56300	57100	57750	58050
MEDIAN	39800	42450	44550	46150	47350	48150	48700	49100	49300
LOWER QUARTILE	35750	37700	39250	40350	41150	41650	42000	42200	42300
LOWER DECILE	32050	33800	35200	36200	36900	37200	37300	37050	36400
MEAN	40750	43650	46050	47950	49350	50350	51000	51500	51750
TOTAL NUMBER	1161	1374	1026	938	825	956	834	836	1468
OVER $93000	0	2	0	4	21	18	21	17	41
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 15002

LARGE EMPLOYERS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32400	34800	37250	39700	42200	44700	47150	49600	51950
UPPER QUARTILE	29700	31800	33900	36050	38150	40250	42350	44300	46250
MEDIAN	28100	29850	31550	33300	35000	36650	38300	39850	41350
LOWER QUARTILE	25250	26850	28500	30100	31650	33150	34650	36000	37300
LOWER DECILE	23600	25050	26500	27900	29250	30550	31800	32950	34050
MEAN	28250	30050	31900	33750	35600	37400	39150	40850	42500
TOTAL NUMBER	35	64	42	55	86	136	153	102	139
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56500	62450	67350	71050	73800	75700	76900	77800	78250
UPPER QUARTILE	49850	54450	58100	60800	62700	64050	64850	65450	65700
MEDIAN	44150	47750	50650	52800	54350	55400	56100	56600	56850
LOWER QUARTILE	39700	42600	44750	46250	47300	48000	48400	48700	48850
LOWER DECILE	36000	38350	40100	41300	42100	42650	42950	43150	43250
MEAN	45500	49400	52450	54750	56350	57500	58200	58700	58950
TOTAL NUMBER	316	571	438	406	415	461	386	352	589
OVER $93000	0	2	0	4	21	18	21	17	40
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4755

LARGE EMPLOYERS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32200	33800	35350	36850	38350	39800	41200	42500	43750
UPPER QUARTILE	29800	31250	32650	34050	35350	36650	37850	39000	40100
MEDIAN	27850	29100	30350	31500	32650	33700	34700	35650	36550
LOWER QUARTILE	25900	27050	28100	29150	30100	31050	31900	32650	33400
LOWER DECILE	24950	25650	26300	26950	27600	28250	28850	29450	30000
MEAN	28400	29600	30750	31900	33000	34050	35050	36000	36900
TOTAL NUMBER	558	614	555	663	636	576	434	383	342
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46100	49050	51350	53100	54350	55250	55800	56250	56500
UPPER QUARTILE	42100	44600	46500	47900	48900	49600	50050	50350	50500
MEDIAN	38150	40100	41550	42600	43350	43850	44150	44350	44450
LOWER QUARTILE	34650	36150	37200	37950	38450	38800	38950	39100	39150
LOWER DECILE	31050	32400	33450	34250	34700	34900	34900	34700	34100
MEAN	38500	40500	42050	43150	44000	44550	44900	45200	45350
TOTAL NUMBER	844	802	588	532	410	494	447	484	878
OVER $93000	0	0	0	0	0	0	0	0	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 10247

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                    LARGE EMPLOYERS, MS

YEARS SINCE B.S.       0      1      2      3      4      5      6      7      8

    UPPER DECILE       0  36700  38400  40150  41950  43750  45550  47350  49100
  UPPER QUARTILE       0  34000  35350  36750  38200  39650  41050  42500  43950
          MEDIAN       0  31400  32600  33850  35100  36300  37550  38750  39950
  LOWER QUARTILE       0  29300  30300  31300  32300  33300  34250  35250  36200
    LOWER DECILE       0  27250  28050  28900  29700  30550  31350  32150  32950

            MEAN       0  31950  33150  34400  35700  36950  38200  39500  40700

    TOTAL NUMBER       4     36     48     81     96    114    118    125    147
    OVER  $93000       0      0      0      0      0      0      0      0      0
    UNDER $18000       0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.    9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE   52600  57400  61500  64700  66850  68100  68550  68400  67400
  UPPER QUARTILE   46750  50700  54200  56950  58950  60200  60750  60650  59500
          MEDIAN   42250  45400  48050  50050  51450  52250  52550  52400  51600
  LOWER QUARTILE   38100  40650  42800  44450  45550  46150  46300  45950  44700
    LOWER DECILE   34500  36600  38400  39750  40600  41000  40900  40200  38200

            MEAN   43150  46500  49300  51550  53100  53950  54250  54000  52850

    TOTAL NUMBER     481    499    494    514    423    406    329    257    435
    OVER  $93000       0      1      0      5      5      4      1      5      6
    UNDER $18000       0      0      0      0      0      0      0      0      0

ENGINEERS COVERED  -   4616

                    LARGE EMPLOYERS, SUPERVISORY, MS

YEARS SINCE B.S.       0      1      2      3      4      5      6      7      8

    UPPER DECILE       0      0      0      0  52500  53950  55400  56800  58200
  UPPER QUARTILE       0      0      0      0  47700  48950  50150  51350  52550
          MEDIAN       0      0      0      0  37950  39750  41500  43200  44850
  LOWER QUARTILE       0      0      0      0  35500  37000  38450  39850  41200
    LOWER DECILE       0      0      0      0  33400  34650  35850  37000  38150

            MEAN       0      0      0      0  42100  43400  44750  46050  47300

    TOTAL NUMBER       1      0      0      1     19      9     10     13     31
    OVER  $93000       0      0      0      0      0      0      0      0      0
    UNDER $18000       0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.    9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE   60900  64650  68000  70900  73300  75300  76850  78350  79700
  UPPER QUARTILE   54850  58000  60750  63050  64850  66200  67050  67650  67750
          MEDIAN   47800  51600  54500  56650  58200  59200  59850  60350  60550
  LOWER QUARTILE   43600  46700  49050  50850  52100  52950  53500  53850  54000
    LOWER DECILE   40200  42700  44600  45800  46450  46750  46750  46600  46300

            MEAN   49700  52900  55600  57750  59350  60500  61200  61750  62050

    TOTAL NUMBER     117    187    230    220    181    169    142    112    142
    OVER  $93000       0      1      0      5      5      4      1      4      6
    UNDER $18000       0      0      0      0      0      0      0      0      0

ENGINEERS COVERED  -   1591

                    LARGE EMPLOYERS, NON-SUPERVISORY, MS

YEARS SINCE B.S.       0      1      2      3      4      5      6      7      8

    UPPER DECILE       0  36600  37850  39100  40350  41550  42800  44000  45200
  UPPER QUARTILE       0  34200  35400  36550  37700  38850  39950  41050  42150
          MEDIAN       0  31650  32700  33800  34850  35850  36900  37900  38850
  LOWER QUARTILE       0  29550  30400  31250  32050  32900  33700  34500  35250
    LOWER DECILE       0  27450  28150  28900  29650  30350  31050  31750  32450

            MEAN       0  32150  33150  34150  35100  36100  37050  38000  38950

    TOTAL NUMBER       2     36     47     80     76    104    108    112    116
    OVER  $93000       0      0      0      0      0      0      0      0      0
    UNDER $18000       0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.    9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE   47450  50550  53150  55350  57000  58200  59050  59700  60050
  UPPER QUARTILE   44150  46850  49100  50800  52050  52900  53400  53650  53650
          MEDIAN   40650  43100  45050  46550  47550  48150  48450  48450  48150
  LOWER QUARTILE   36750  38800  40500  41850  42750  43250  43350  43100  41900
    LOWER DECILE   33750  35500  37000  38100  38850  39150  39150  38650  37050

            MEAN   40700  43100  45100  46700  47800  48500  48850  48850  48350

    TOTAL NUMBER     364    311    264    293    242    237    187    144    293
    OVER  $93000       0      0      0      0      0      0      0      0      0
    UNDER $18000       0      0      0      0      0      0      0      0      0

ENGINEERS COVERED  -   3024
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                  LARGE EMPLOYERS, PHD

YEARS SINCE B.S.      0      1      2      3      4      5      6      7      8

    UPPER DECILE      0      0      0      0  45550  47100  48650  50200  51800
  UPPER QUARTILE      0      0      0      0  42450  43750  45050  46400  47750
          MEDIAN      0      0      0      0  41050  42000  42950  43950  44900
  LOWER QUARTILE      0      0      0      0  38650  39450  40200  41000  41750
    LOWER DECILE      0      0      0      0  35150  35850  36600  37300  38050

            MEAN      0      0      0      0  41050  42100  43150  44250  45300

    TOTAL NUMBER      0      0      1      0      7      8     14     17     19
    OVER  $93000      0      0      0      0      0      0      0      0      0
    UNDER $18000      0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.   9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE  55050  60000  64700  69000  72550  75100  76450  76250  71400
  UPPER QUARTILE  50450  54500  58300  61650  64350  66250  67200  66900  62900
          MEDIAN  46800  49550  52150  54400  56250  57550  58250  58100  55150
  LOWER QUARTILE  43250  45400  47350  49000  50300  51200  51600  51400  49050
    LOWER DECILE  39450  41450  43250  44750  45900  46650  46900  46500  43900

            MEAN  47450  50600  53500  56100  58200  59700  60450  60150  56500

    TOTAL NUMBER     96    110    129    184    157    111     75     45     95
    OVER  $93000      0      0      0      2      2      2      2      0      1
    UNDER $18000      0      0      0      0      0      0      0      0      0

ENGINEERS COVERED  -   1076

                  LARGE EMPLOYERS, SUPERVISORY, PHD

YEARS SINCE B.S.      0      1      2      3      4      5      6      7      8

    UPPER DECILE      0      0      0      0      0      0      0      0      0
  UPPER QUARTILE      0      0      0      0      0      0      0      0      0
          MEDIAN      0      0      0      0      0      0      0      0      0
  LOWER QUARTILE      0      0      0      0      0      0      0      0      0
    LOWER DECILE      0      0      0      0      0      0      0      0      0

            MEAN      0      0      0      0      0      0      0      0      0

    TOTAL NUMBER      0      0      0      0      0      1      0      1      3
    OVER  $93000      0      0      0      0      0      0      0      0      0
    UNDER $18000      0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.   9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE  66200  70200  73950  77400  80350  82650  84150  84800  82100
  UPPER QUARTILE  60200  63300  66200  68800  70950  72700  73800  74300  72450
          MEDIAN  52100  56100  59650  62550  64650  65900  66350  65950  63750
  LOWER QUARTILE  46850  51100  54300  56350  57350  57600  57300  56650  55600
    LOWER DECILE  43600  47000  49550  51250  52200  52550  52550  52200  51550

            MEAN  53900  57750  61050  63600  65350  66400  66800  66550  65300

    TOTAL NUMBER     13     31     41     74     73     46     29     19     30
    OVER  $93000      0      0      0      2      2      2      2      0      1
    UNDER $18000      0      0      0      0      0      0      0      0      0

ENGINEERS COVERED  -    367

                  LARGE EMPLOYERS, NON-SUPERVISORY, PHD

YEARS SINCE B.S.      0      1      2      3      4      5      6      7      8

    UPPER DECILE      0      0      0      0  44950  46100  47250  48400  49500
  UPPER QUARTILE      0      0      0      0  43100  44050  44950  45850  46750
          MEDIAN      0      0      0      0  41350  42050  42800  43550  44250
  LOWER QUARTILE      0      0      0      0  38700  39350  40000  40650  41250
    LOWER DECILE      0      0      0      0  35400  35950  36550  37150  37700

            MEAN      0      0      0      0  40950  41700  42500  43300  44100

    TOTAL NUMBER      0      0      0      0      7      7     14     16     15
    OVER  $93000      0      0      0      0      0      0      0      0      0
    UNDER $18000      0      0      0      0      0      0      0      0      0

YEARS SINCE B.S.   9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+

    UPPER DECILE  51750  54950  57900  60450  62500  64000  64900  65100  63550
  UPPER QUARTILE  48550  51200  53650  55800  57650  59000  59850  60100  58100
          MEDIAN  45700  47750  49600  51250  52600  53600  54200  54350  52800
  LOWER QUARTILE  42450  44150  45650  46950  47950  48600  48900  48750  46950
    LOWER DECILE  38800  40350  41750  42900  43800  44400  44650  44500  42800

            MEAN  45650  47850  49900  51650  53100  54100  54700  54700  52700

    TOTAL NUMBER     83     79     87    110     84     65     46     25     64
    OVER  $93000      0      0      0      0      0      0      0      0      0
    UNDER $18000      0      0      0      0      0      0      0      0      0

ENGINEERS COVERED  -    708
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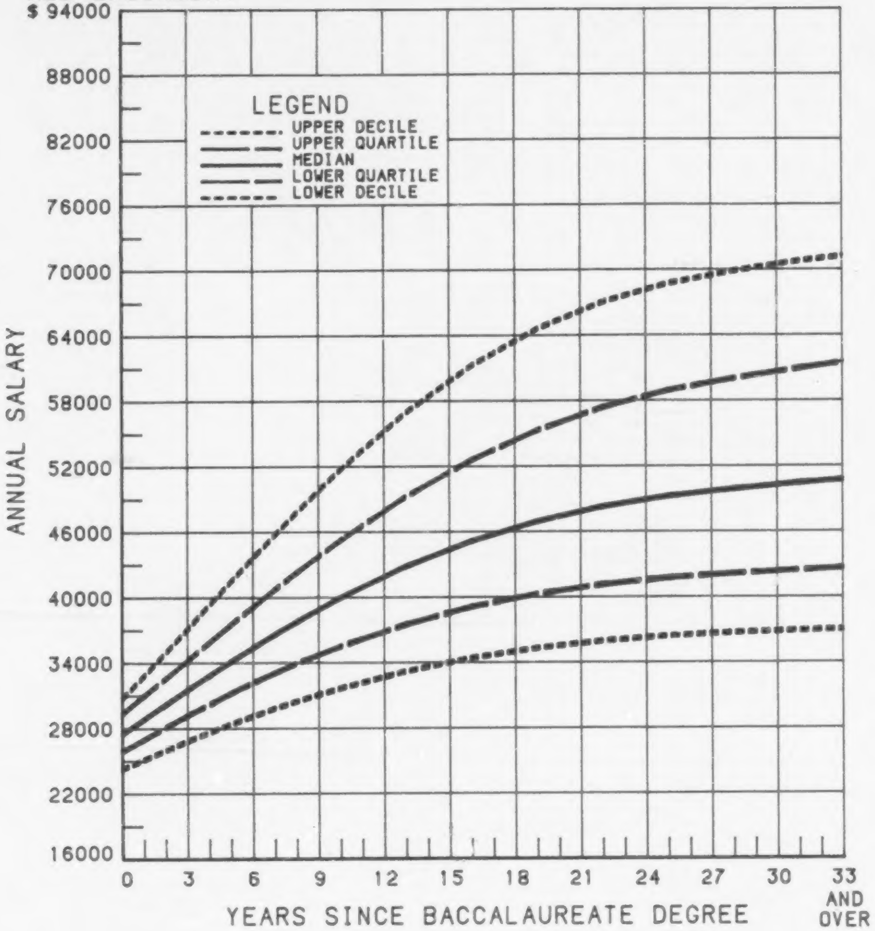
MEDIUM EMPLOYERS
ALL ENGINEERS

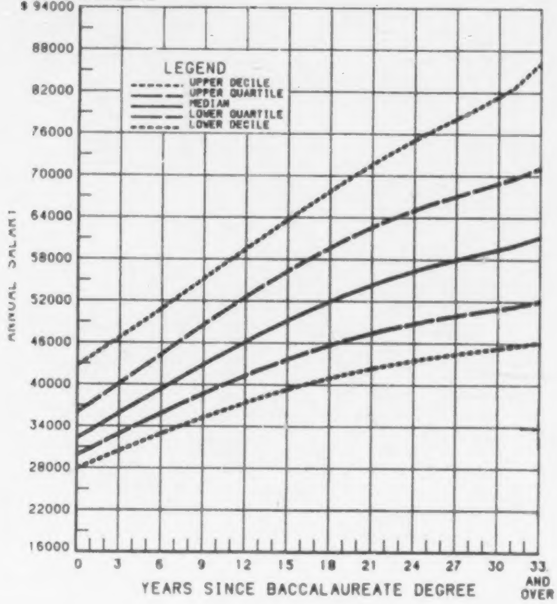


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30750	32850	35000	37150	39350	41500	43650	45750	47850
UPPER QUARTILE	29350	31000	32600	34250	35900	37550	39150	40750	42300
MEDIAN	27500	28850	30200	31550	32850	34150	35400	36650	37800
LOWER QUARTILE	25900	27000	28100	29200	30200	31250	32200	33100	34000
LOWER DECILE	24300	25150	26000	26850	27650	28400	29150	29850	30500
MEAN	27650	29100	30500	31950	33350	34700	36050	37400	38650
TOTAL NUMBER	1348	1136	1320	1382	1448	1376	1212	1045	1144
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	4	6	2	4	0	2	2	0

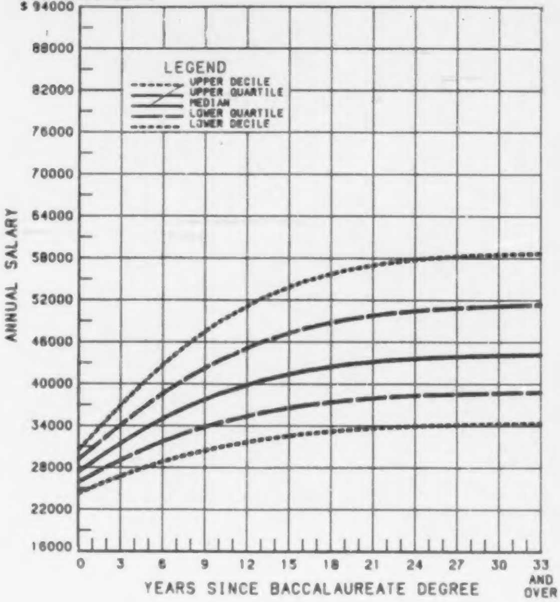
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51750	56950	61250	64600	67050	68750	69900	70800	71250
UPPER QUARTILE	45250	49250	52600	55300	57400	58950	60050	60950	61500
MEDIAN	40000	42850	45150	46950	48300	49250	49900	50450	50750
LOWER QUARTILE	35550	37550	39150	40300	41150	41750	42150	42450	42650
LOWER DECILE	31700	33250	34450	35350	36000	36450	36750	36950	37050
MEAN	41050	44150	46700	48700	50250	51350	52100	52650	53000
TOTAL NUMBER	3286	3033	2404	2245	1888	2085	1589	1285	2892
OVER $93000	1	3	3	2	11	5	24	35	95
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 32127

MEDIUM EMPLOYERS. SUPERVISORY
ALL ENGINEERS



MEDIUM EMPLOYERS. NON-SUPERVISORY
ALL ENGINEERS



MEDIUM EMPLOYERS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	42750	44050	45400	46750	48100	49500	50900	52350	53750
UPPER QUARTILE	35950	37300	38700	40100	41550	42950	44350	45800	47200
MEDIAN	32300	33450	34650	35850	37050	38200	39400	40550	41750
LOWER QUARTILE	29850	30850	31900	32900	33900	34900	35850	36850	37800
LOWER DECILE	27950	28800	29650	30500	31300	32150	32950	33750	34550
MEAN	33650	34800	36000	37200	38450	39650	40850	42000	43200
TOTAL NUMBER	10	30	72	58	79	149	190	174	177
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56650	60900	65100	69100	72850	76250	79200	82500	86200
UPPER QUARTILE	49950	53900	57500	60750	63550	65850	67700	69550	71150
MEDIAN	44000	47250	50200	52850	55100	57000	58500	59950	61250
LOWER QUARTILE	39600	42150	44400	46350	47950	49250	50300	51250	52050
LOWER DECILE	36000	38100	39950	41500	42800	43900	44750	45550	46200
MEAN	45500	48800	51800	54450	56750	58650	60200	61700	63050
TOTAL NUMBER	886	1035	1012	963	755	961	712	593	1336
OVER $93000	1	3	3	2	11	4	28	34	95
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 9201

MEDIUM EMPLOYERS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30500	32650	34800	36900	38900	40850	42700	44400	46050
UPPER QUARTILE	29100	30800	32450	34100	35650	37150	38600	39900	41150
MEDIAN	27350	28750	30150	31450	32700	33900	35000	36000	36950
LOWER QUARTILE	25850	26950	28050	29050	30000	30900	31750	32500	33250
LOWER DECILE	24250	25150	26000	26750	27500	28200	28850	29450	30000
MEAN	27400	28900	30350	31750	33050	34350	35500	36600	37600
TOTAL NUMBER	1337	1106	1248	1323	1369	1227	1022	871	966
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	4	6	2	4	0	2	2	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48900	52250	54650	56300	57350	58000	58400	58600	58700
UPPER QUARTILE	43350	46000	47900	49200	50100	50650	51000	51250	51350
MEDIAN	38600	40500	41850	42800	43400	43750	44000	44150	44200
LOWER QUARTILE	34450	35900	36950	37650	38150	38450	38600	38750	38800
LOWER DECILE	30950	32050	32850	33400	33800	34050	34200	34300	34350
MEAN	39400	41450	42950	43950	44650	45100	45350	45500	45550
TOTAL NUMBER	2399	1997	1392	1281	1132	1124	876	592	1555
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 22925

MEDIUM EMPLOYERS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30550	32500	34550	36550	38600	40650	42700	44700	46650
UPPER QUARTILE	29250	30750	32300	33850	35400	36950	38450	39950	41400
MEDIAN	27400	28700	30000	31300	32550	33800	34950	36100	37200
LOWER QUARTILE	25950	27000	28000	28950	29900	30850	31700	32550	33350
LOWER DECILE	24250	25050	25850	26650	27400	28100	28800	29450	30050
MEAN	27500	28850	30200	31550	32900	34200	35450	36700	37900
TOTAL NUMBER	1319	1044	1169	1188	1217	1116	932	778	847
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	4	6	2	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50350	55400	59550	62850	65350	67100	68300	69250	69800
UPPER QUARTILE	44150	47900	51050	53600	55600	57050	58100	59000	59550
MEDIAN	39200	41800	43850	45400	46550	47400	47950	48400	48650
LOWER QUARTILE	34800	36650	38100	39250	40050	40650	41050	41400	41600
LOWER DECILE	31150	32550	33700	34550	35150	35600	35900	36150	36250
MEAN	40100	43050	45450	47350	48800	49800	50550	51100	51450
TOTAL NUMBER	2233	2217	1611	1459	1249	1523	1065	972	2215
OVER $93000	1	0	3	2	7	2	13	27	64
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 24161

MEDIUM EMPLOYERS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	42500	43700	44950	46150	47450	48700	50000	51300	52600
UPPER QUARTILE	34900	36250	37600	39000	40350	41750	43100	44500	45850
MEDIAN	32150	33250	34400	35500	36650	37750	38850	39950	41050
LOWER QUARTILE	29900	30850	31800	32700	33650	34550	35450	36350	37200
LOWER DECILE	27800	28600	29400	30150	30950	31750	32500	33250	33950
MEAN	33250	34350	35500	36650	37750	38900	40050	41150	42250
TOTAL NUMBER	10	21	56	44	69	119	160	130	151
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55250	59250	63200	67000	70650	74000	77050	80500	84600
UPPER QUARTILE	48550	52400	55950	59100	61850	64100	65900	67700	69250
MEDIAN	43200	46250	49050	51550	53700	55550	57000	58450	59700
LOWER QUARTILE	38850	41200	43250	45050	46550	47800	48750	49700	50500
LOWER DECILE	35400	37350	39100	40600	41850	42900	43700	44500	45250
MEAN	44450	47600	50500	53050	55300	57200	58750	60300	61750
TOTAL NUMBER	601	742	642	669	502	734	492	435	1038
OVER $93000	1	0	3	2	7	2	13	27	64
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6624

MEDIUM EMPLOYERS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30200	32300	34400	36400	38350	40150	41850	43450	44900
UPPER QUARTILE	28900	30600	32250	33800	35300	36700	38000	39250	40350
MEDIAN	27250	28650	29950	31200	32400	33500	34550	35450	36300
LOWER QUARTILE	25900	26950	27950	28900	29750	30600	31350	32050	32700
LOWER DECILE	24150	25000	25800	26600	27300	27950	28550	29100	29600
MEAN	27250	28700	30100	31450	32700	33850	34950	35950	36900
TOTAL NUMBER	1308	1023	1112	1144	1147	996	772	647	695
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	4	6	2	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47400	50300	52300	53600	54400	54900	55150	55300	55350
UPPER QUARTILE	42300	44500	46050	47100	47750	48200	48400	48550	48650
MEDIAN	37800	39500	40650	41400	41900	42200	42400	42500	42550
LOWER QUARTILE	33850	35150	36050	36700	37150	37400	37550	37700	37750
LOWER DECILE	30450	31450	32150	32600	32900	33100	33250	33300	33350
MEAN	38450	40300	41550	42400	42950	43250	43450	43600	43650
TOTAL NUMBER	1632	1474	968	789	746	788	572	537	1176
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 17537

MEDIUM EMPLOYERS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37150	38600	40050	41550	43050	44600	46150	47650	49200
UPPER QUARTILE	33200	34500	35850	37150	38550	39900	41250	42650	44000
MEDIAN	30100	31200	32350	33450	34600	35700	36850	37950	39000
LOWER QUARTILE	27650	28650	29600	30600	31550	32500	33400	34300	35200
LOWER DECILE	25500	26450	27300	28200	29050	29900	30700	31500	32250
MEAN	30750	31950	33100	34300	35450	36650	37800	38950	40100
TOTAL NUMBER	28	92	148	182	219	249	256	236	261
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52250	56700	60850	64600	67850	70550	72700	74800	76750
UPPER QUARTILE	46650	50450	53950	56950	59450	61450	62900	64250	65350
MEDIAN	41100	44050	46700	49000	50900	52450	53700	54850	55850
LOWER QUARTILE	36850	39100	41050	42650	43950	44900	45650	46350	46850
LOWER DECILE	33600	35400	36850	37950	38750	39300	39700	40050	40250
MEAN	42300	45350	48150	50500	52500	54100	55300	56500	57450
TOTAL NUMBER	947	647	653	599	480	457	375	273	564
OVER $93000	0	3	0	0	4	1	10	6	21
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6673

MEDIUM EMPLOYERS, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	42700	44250	0	47450	49050	50700	52400	54050
UPPER QUARTILE	0	37800	39200	0	42050	43500	44950	46400	47850
MEDIAN	0	35250	36350	0	38550	39700	40800	41950	43100
LOWER QUARTILE	0	33100	33950	0	35600	36450	37350	38250	39100
LOWER DECILE	0	31600	32250	0	33650	34350	35050	35800	36500
MEAN	0	36550	37650	0	39900	41000	42150	43300	44450
TOTAL NUMBER	0	9	15	3	9	26	30	30	14
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57400	62350	67100	71500	75500	79000	81950	85000	88050
UPPER QUARTILE	50700	54800	58600	62050	65050	67550	69600	71650	73500
MEDIAN	45400	48800	52000	55000	57600	59750	61450	62950	63900
LOWER QUARTILE	40900	43650	46300	48850	51150	53150	54700	55900	55450
LOWER DECILE	37950	40100	42250	44250	46100	47700	48950	50100	50300
MEAN	46800	50200	53500	56500	59200	61500	63300	65000	66300
TOTAL NUMBER	250	248	328	236	192	195	157	147	257
OVER $93000	0	3	0	0	4	1	10	6	21
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2155

MEDIUM EMPLOYERS, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36900	38250	39600	40950	42250	43550	44850	46050	47300
UPPER QUARTILE	33300	34500	35700	36850	38050	39150	40300	41350	42400
MEDIAN	30250	31300	32350	33350	34350	35350	36300	37200	38100
LOWER QUARTILE	27150	28250	29300	30300	31300	32250	33150	33950	34750
LOWER DECILE	25650	26550	27350	28150	28950	29650	30350	30950	31550
MEAN	30800	31900	32950	34050	35050	36100	37050	38000	38900
TOTAL NUMBER	28	83	132	178	209	223	226	205	247
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49600	52700	55350	57550	59350	60700	61700	62650	63350
UPPER QUARTILE	44400	47100	49350	51250	52750	53900	54800	55550	56100
MEDIAN	39750	41950	43750	45250	46400	47250	47900	48450	48850
LOWER QUARTILE	36150	37850	39100	40000	40600	41000	41300	41500	41600
LOWER DECILE	32550	33800	34650	35250	35650	35900	36050	36150	36200
MEAN	40600	42850	44650	46100	47200	48050	48650	49150	49500
TOTAL NUMBER	696	399	324	363	287	262	217	125	306
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4517

MEDIUM EMPLOYERS, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	51650	52900	54150	55400	56650	57850
UPPER QUARTILE	0	0	0	47100	47950	48800	49700	50550	51450
MEDIAN	0	0	0	40450	41450	42500	43500	44450	45450
LOWER QUARTILE	0	0	0	35450	36450	37450	38400	39300	40200
LOWER DECILE	0	0	0	33050	33600	34150	34700	35250	35800
MEAN	0	0	0	41450	42400	43300	44200	45150	46000
TOTAL NUMBER	0	0	3	11	11	10	23	30	34
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	60250	63650	66800	69650	72100	74150	75900	77600	79350
UPPER QUARTILE	53200	55800	58350	60750	63000	65000	66750	68600	70400
MEDIAN	47300	49950	52350	54400	56200	57700	58950	60150	61300
LOWER QUARTILE	41850	44000	45800	47200	48300	49100	49700	50200	50600
LOWER DECILE	36900	38400	39850	41150	42300	43300	44200	45150	46200
MEAN	47750	50250	52550	54600	56400	57950	59250	60600	62000
TOTAL NUMBER	105	168	140	186	159	104	148	40	113
OVER $93000	0	0	0	0	0	0	0	0	9
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1291

MEDIUM EMPLOYERS, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	61050	0	0	0	63900	64650
UPPER QUARTILE	0	0	0	60300	0	0	0	62000	62450
MEDIAN	0	0	0	40750	0	0	0	47800	49450
LOWER QUARTILE	0	0	0	41700	0	0	0	45100	45950
LOWER DECILE	0	0	0	40200	0	0	0	43000	43700
MEAN	0	0	0	48150	0	0	0	51700	52600
TOTAL NUMBER	0	0	0	11	0	3	0	12	11
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	66150	68500	70950	73450	76050	78700	81500	85300	92300
UPPER QUARTILE	63400	64850	66400	68050	69800	71650	73650	76550	82350
MEDIAN	52500	56500	59750	62300	64150	65500	66400	67150	67600
LOWER QUARTILE	47600	50050	52450	54650	56750	58650	60300	62200	64400
LOWER DECILE	45050	47100	49050	50800	52400	53800	54850	55800	55850
MEAN	54350	56950	59450	61800	64000	66050	67850	69950	72500
TOTAL NUMBER	34	45	40	57	60	31	62	9	40
OVER $93000	0	0	0	0	0	0	0	0	9
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 421

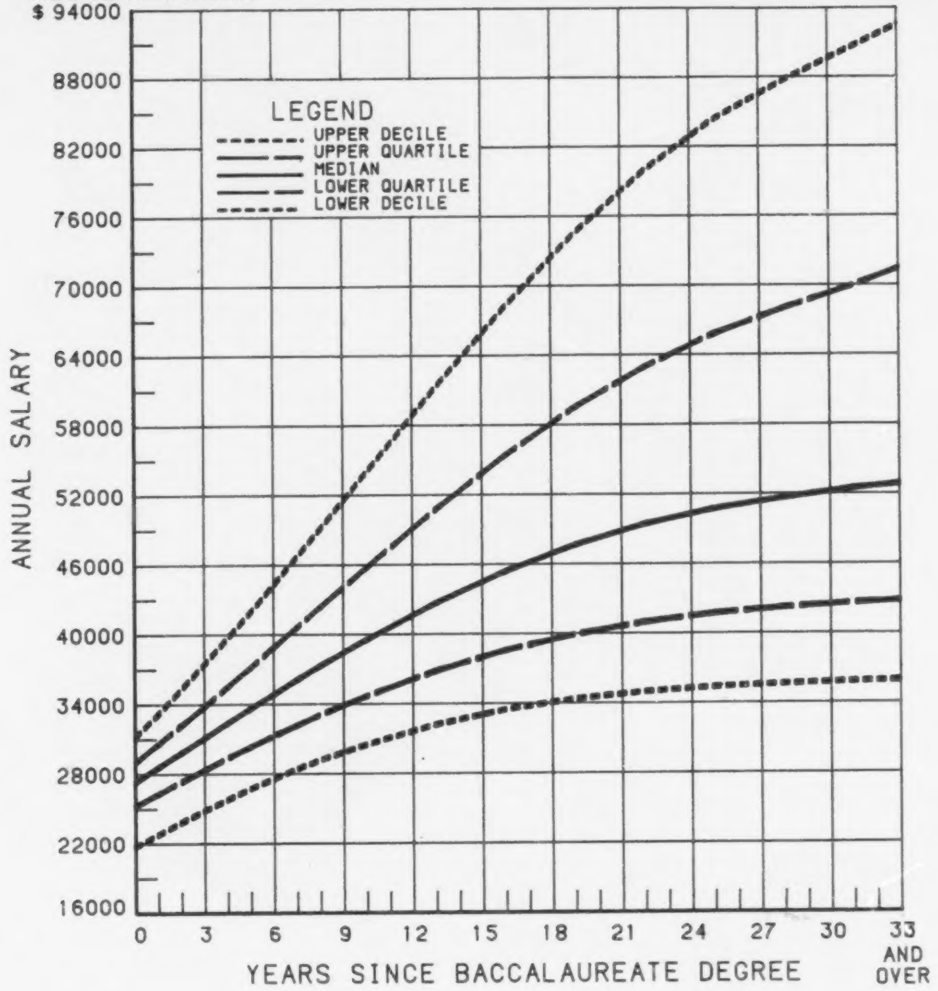
MEDIUM EMPLOYERS, NON-SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	48050	49100	50100	51150	52150
UPPER QUARTILE	0	0	0	0	42800	44200	45550	46850	48100
MEDIAN	0	0	0	0	39550	40550	41500	42450	43400
LOWER QUARTILE	0	0	0	0	32200	33650	35050	36350	37550
LOWER DECILE	0	0	0	0	31000	31700	32400	33050	33650
MEAN	0	0	0	0	39050	40150	41200	42250	43250
TOTAL NUMBER	0	0	3	0	11	7	23	18	23
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54150	57050	59800	62300	64450	66300	67750	69100	70050
UPPER QUARTILE	50400	53450	55900	57800	59250	60300	61050	61650	62100
MEDIAN	45100	47400	49300	50950	52100	53000	53700	54300	54800
LOWER QUARTILE	39700	42150	43850	45000	45750	46200	46450	46600	46700
LOWER DECILE	34850	36500	37900	39100	40050	40800	41400	41950	42400
MEAN	45100	47600	49650	51350	52650	53600	54300	54950	55400
TOTAL NUMBER	70	123	99	128	98	73	86	30	72
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 870

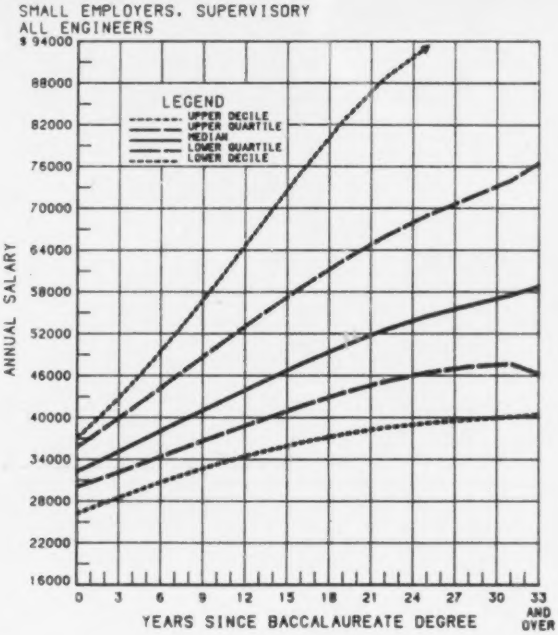
SMALL EMPLOYERS
ALL ENGINEERS

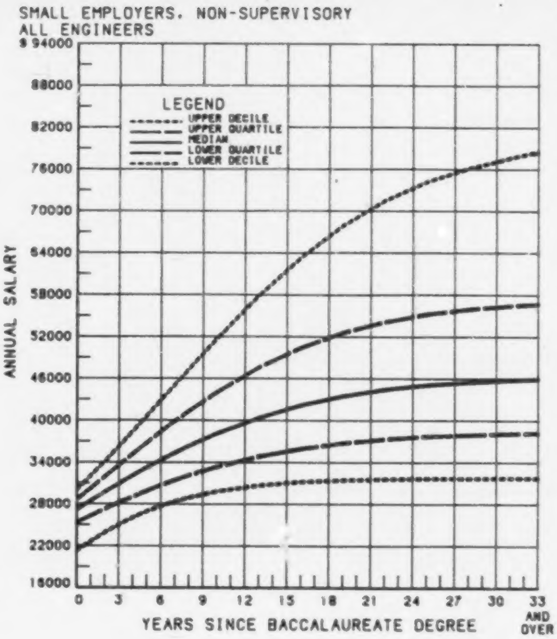


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31200	33200	35300	37450	39700	41950	44300	46700	49100
UPPER QUARTILE	29000	30600	32200	33800	35500	37150	38900	40600	42350
MEDIAN	27300	28600	29850	31100	32400	33650	34850	36100	37300
LOWER QUARTILE	25250	26300	27350	28350	29400	30350	31300	32200	33100
LOWER DECILE	21750	22800	23850	24850	25800	26750	27600	28450	29200
MEAN	27200	28550	29950	31350	32750	34200	35600	37000	38350
TOTAL NUMBER	517	532	572	620	721	552	539	474	451
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	5	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54000	61250	68200	74500	79900	84300	87650	90600	92550
UPPER QUARTILE	45750	50750	55400	59500	62950	65800	68000	69950	71450
MEDIAN	39550	42700	45400	47650	49450	50750	51700	52500	52900
LOWER QUARTILE	34700	36850	38600	39950	41000	41750	42250	42650	42850
LOWER DECILE	30550	32250	33500	34400	35000	35400	35650	35850	35950
MEAN	41050	44800	48150	51000	53300	55050	56400	57500	58250
TOTAL NUMBER	1167	1370	984	827	880	640	648	650	1211
OVER $93000	0	0	0	39	46	37	42	63	136
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 13364





SMALL EMPLOYERS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37050	38900	40850	42850	45000	47200	49450	51950	54300
UPPER QUARTILE	35750	37100	38500	39900	41350	42800	44250	45750	47200
MEDIAN	32250	33200	34150	35100	36100	37050	38050	39050	40000
LOWER QUARTILE	30050	30750	31450	32150	32900	33650	34400	35150	35900
LOWER DECILE	26200	27000	27750	28500	29250	30000	30700	31400	32050
MEAN	31950	33150	34350	35600	36850	38100	39350	40650	41950
TOTAL NUMBER	12	12	26	12	111	73	96	135	129
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59350	67300	75250	82600	88750	93200	95700	96100	92000
UPPER QUARTILE	50150	54500	58650	62500	65950	68950	71450	74000	76500
MEDIAN	42000	44900	47700	50250	52550	54500	56050	57550	58800
LOWER QUARTILE	37350	39550	41650	43550	45150	46450	47300	47700	46250
LOWER DECILE	33300	35000	36450	37600	38550	39200	39700	40100	40450
MEAN	44500	48200	51650	54700	57250	59300	60750	61950	62550
TOTAL NUMBER	333	644	439	446	457	373	402	481	738
OVER $93000	0	0	0	39	46	37	42	63	96
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4926

SMALL EMPLOYERS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30000	32050	34100	36250	38450	40650	42900	45100	47350
UPPER QUARTILE	28600	30250	31900	33550	35200	36800	38400	39900	41350
MEDIAN	27150	28450	29700	30900	32100	33250	34300	35350	36350
LOWER QUARTILE	25300	26300	27250	28200	29050	29900	30700	31450	32150
LOWER DECILE	21250	22600	23900	25000	26050	26950	27700	28400	28950
MEAN	27050	28350	29700	31000	32300	33600	34850	36050	37200
TOTAL NUMBER	505	520	546	608	609	478	443	338	322
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51700	57900	63350	67900	71500	74200	76150	77650	78550
UPPER QUARTILE	44050	47600	50400	52600	54150	55250	55950	56450	56700
MEDIAN	38150	40400	42200	43500	44450	45100	45500	45800	45950
LOWER QUARTILE	33350	34850	35950	36800	37350	37750	37950	38150	38250
LOWER DECILE	29850	30700	31200	31450	31600	31700	31700	31750	31750
MEAN	39350	42250	44600	46450	47850	48850	49550	50100	50400
TOTAL NUMBER	834	726	544	381	423	266	285	169	473
OVER $93000	0	0	0	0	0	0	0	0	39
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 8438

SMALL EMPLOYERS, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29750	31700	33700	35800	38000	40200	42500	44800	47150
UPPER QUARTILE	28400	30050	31700	33400	35050	36750	38350	39950	41550
MEDIAN	27050	28350	29600	30850	32050	33250	34450	35550	36650
LOWER QUARTILE	25350	26300	27200	28050	28950	29750	30600	31400	32150
LOWER DECILE	21650	22650	23700	24650	25600	26500	27350	28100	28850
MEAN	26600	27950	29350	30700	32050	33450	34750	36100	37350
TOTAL NUMBER	464	512	526	571	646	479	377	281	342
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	5	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51850	58850	65400	71250	76200	80150	83100	85600	87200
UPPER QUARTILE	44500	48450	51750	54350	56300	57750	58700	59500	59900
MEDIAN	38750	41450	43700	45500	46850	47800	48450	48950	49200
LOWER QUARTILE	33550	35450	37050	38350	39350	40100	40600	41050	41350
LOWER DECILE	30150	31750	32950	33800	34350	34750	35000	35150	35250
MEAN	39850	43200	46050	48400	50200	51600	52550	53350	53800
TOTAL NUMBER	860	911	735	521	588	395	426	505	861
OVER $93000	0	0	0	1	27	30	4	43	75
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 10010

SMALL EMPLOYERS, SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34800	36450	38150	39950	41800	43750	45750	47850	50000
UPPER QUARTILE	35700	36850	38000	39150	40350	41550	42800	44000	45250
MEDIAN	32200	33000	33850	34650	35500	36400	37250	38150	39000
LOWER QUARTILE	29750	30450	31100	31750	32450	33150	33800	34500	35200
LOWER DECILE	28700	29150	29600	30050	30500	30900	31350	31800	32250
MEAN	32050	33050	34050	35100	36150	37200	38250	39350	40400
TOTAL NUMBER	6	12	21	12	92	65	65	81	85
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54450	61550	68800	75800	82150	87300	91050	93550	92900
UPPER QUARTILE	47650	51250	54750	57950	60900	63450	65600	67900	70300
MEDIAN	40800	43450	46050	48500	50650	52400	53650	54500	53250
LOWER QUARTILE	36550	38550	40450	42150	43650	44800	45550	46000	44850
LOWER DECILE	33100	34350	35550	36600	37550	38300	38900	39400	39350
MEAN	42600	45800	48900	51800	54300	56350	57900	59150	59550
TOTAL NUMBER	244	426	312	274	315	238	276	380	523
OVER $93000	0	0	0	1	27	30	4	43	75
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3435

SMALL EMPLOYERS, NON-SUPERVISORY, BS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29150	31050	33000	35050	37150	39250	41400	43500	45600
UPPER QUARTILE	28250	29850	31450	33100	34650	36200	37700	39150	40500
MEDIAN	26850	28200	29500	30750	31950	33050	34100	35100	35950
LOWER QUARTILE	25250	26200	27050	27900	28700	29450	30150	30750	31350
LOWER DECILE	21050	22450	23750	24900	25950	26800	27600	28200	28750
MEAN	26200	27700	29150	30600	31950	33200	34400	35550	36550
TOTAL NUMBER	457	500	504	559	553	414	312	199	257
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49600	54800	58500	60650	61300	60850	59800	58100	55850
UPPER QUARTILE	42950	45800	47750	48900	49400	49500	49400	49200	48900
MEDIAN	37500	39350	40600	41500	42050	42400	42600	42700	42750
LOWER QUARTILE	32400	33650	34550	35250	35700	36000	36150	36300	36350
LOWER DECILE	29550	30250	30600	30750	30850	30900	30900	30950	30950
MEAN	38400	40500	42050	43050	43700	44100	44300	44450	44500
TOTAL NUMBER	616	485	423	246	272	156	150	125	337
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6574

SMALL EMPLOYERS, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	41300	42650	44100	45600	47150	48750	50400	52100	53850
UPPER QUARTILE	38050	39050	40050	41150	42250	43350	44500	45700	46900
MEDIAN	31300	32200	33150	34100	35050	36050	37050	38100	39200
LOWER QUARTILE	28250	29000	29800	30550	31350	32150	32950	33800	34600
LOWER DECILE	25750	26450	27100	27800	28450	29100	29750	30350	30950
MEAN	32900	33800	34800	35800	36800	37850	38900	40000	41100
TOTAL NUMBER	34	19	46	44	63	65	115	171	92
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57500	63300	69400	75550	81500	86900	91250	94800	93200
UPPER QUARTILE	49400	53350	57550	61900	66350	70700	74950	79950	85850
MEDIAN	41400	44850	48400	52000	55450	58650	61400	64050	65100
LOWER QUARTILE	36300	38850	41300	43600	45650	47300	48500	49200	47800
LOWER DECILE	32100	33650	34950	36100	37000	37700	38250	38800	39250
MEAN	43400	46950	50550	54150	57500	60550	63050	65250	65300
TOTAL NUMBER	282	345	215	232	224	218	193	138	232
OVER $93000	0	0	0	19	19	6	38	19	22
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2735

SMALL EMPLOYERS, SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	44350	46600	48950	51400	53950
UPPER QUARTILE	0	0	0	0	43950	45600	47250	48950	50700
MEDIAN	0	0	0	0	39350	40350	41450	42500	43600
LOWER QUARTILE	0	0	0	0	36200	36850	37500	38200	38850
LOWER DECILE	0	0	0	0	29600	30700	31750	32800	33750
MEAN	0	0	0	0	40200	41350	42500	43700	44900
TOTAL NUMBER	0	0	4	0	10	7	22	45	39
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	59200	67350	75350	82500	88150	91800	93200	92100	86000
UPPER QUARTILE	54250	59650	65050	70100	74450	77850	80100	81100	78300
MEDIAN	45850	49300	52800	56250	59500	62450	64900	67150	67700
LOWER QUARTILE	40200	42300	44350	46400	48400	50250	51950	53900	56150
LOWER DECILE	35550	37850	39550	40750	41500	41950	42200	42300	42300
MEAN	47350	51150	54950	58600	61950	64800	67000	68550	67100
TOTAL NUMBER	83	173	116	133	124	126	122	96	156
OVER $93000	0	0	0	19	19	6	38	19	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1264

SMALL EMPLOYERS, NON-SUPERVISORY, MS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	41500	42400	43350	44300	45250	46250	47300	48350	49450
UPPER QUARTILE	39950	40150	40500	40900	41350	41900	42550	43250	44050
MEDIAN	31250	31950	32700	33450	34250	35050	35800	36650	37450
LOWER QUARTILE	28600	29250	29850	30500	31100	31750	32400	33050	33700
LOWER DECILE	25950	26600	27250	27850	28400	28950	29450	29900	30300
MEAN	33050	33750	34500	35200	36000	36750	37550	38350	39150
TOTAL NUMBER	34	19	41	44	53	58	92	125	52
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51700	55250	59100	63200	67550	72100	76850	83400	94850
UPPER QUARTILE	45800	49000	52800	57200	62100	67300	72550	79050	86450
MEDIAN	39100	41550	44000	46400	48600	50500	52100	53500	53800
LOWER QUARTILE	34950	36800	38500	40050	41350	42350	43000	43250	42000
LOWER DECILE	31050	31950	32600	33050	33350	33550	33700	33800	33850
MEAN	40750	43300	45850	48450	50950	53350	55550	58100	60850
TOTAL NUMBER	199	171	98	98	100	92	70	42	76
OVER $93000	0	0	0	0	0	0	0	0	20
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1471

SMALL EMPLOYERS, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	40400	0	0	0	48250	50300	52450	54650	56850
UPPER QUARTILE	32850	0	0	0	40300	42350	44500	46650	48900
MEDIAN	33700	0	0	0	38400	39650	40950	42250	43600
LOWER QUARTILE	35200	0	0	0	37950	38700	39450	40250	41050
LOWER DECILE	34600	0	0	0	35650	35900	36250	36550	36900
MEAN	35550	0	0	0	40600	41900	43250	44600	45950
TOTAL NUMBER	18	0	0	4	12	6	46	21	15
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	61300	67850	74000	79350	83650	86700	88600	89500	88650
UPPER QUARTILE	53500	60500	67350	73600	78800	82750	85400	87150	87350
MEDIAN	46300	50500	54850	59150	63350	67350	71050	75400	80700
LOWER QUARTILE	42700	45350	48150	51200	54500	58000	61750	67100	77500
LOWER DECILE	37650	38950	40450	42200	44300	46800	49800	54800	68100
MEAN	48750	52950	57150	61250	65150	68700	71900	75400	79400
TOTAL NUMBER	24	113	33	73	67	26	28	6	118
OVER $93000	0	0	0	19	0	0	0	0	38
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 618

SMALL EMPLOYERS, SUPERVISORY, PHD

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28050	0	0	0	36800	0	42200	45150	0
UPPER QUARTILE	27700	0	0	0	36550	0	41850	44700	0
MEDIAN	27900	0	0	0	35450	0	39800	42050	0
LOWER QUARTILE	29500	0	0	0	35050	0	38050	39550	0
LOWER DECILE	33000	0	0	0	35850	0	37400	38150	0
MEAN	28100	0	0	0	35750	0	40050	42300	0
TOTAL NUMBER	5	0	0	0	9	0	8	8	3
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55050	66250	77900	88650	96900	100000	0	99700	91100
UPPER QUARTILE	53850	63500	72800	80750	86500	89900	0	90600	88000
MEDIAN	49250	56600	63600	69600	74150	77050	0	78600	77000
LOWER QUARTILE	44200	48850	53400	57600	61450	64750	0	70200	72800
LOWER DECILE	40650	43300	46100	49100	52250	55500	0	63600	71850
MEAN	49300	56350	62950	68600	73050	76150	0	79200	79400
TOTAL NUMBER	5	45	10	37	17	8	3	5	58
OVER $93000	0	0	0	19	0	0	0	0	19
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 226

SMALL EMPLOYERS, NON-SUPERVISORY, PHD

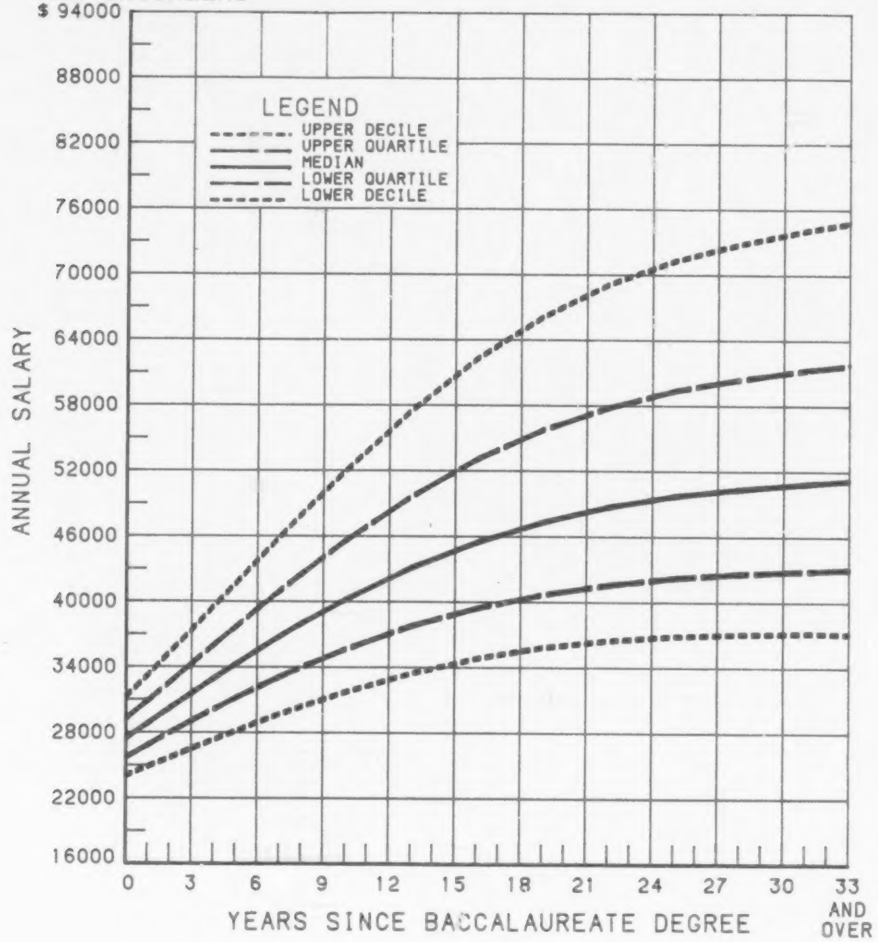
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	44400	0	0	0	0	48800	49750	50700	51700
UPPER QUARTILE	38850	0	0	0	0	44000	45100	46200	47350
MEDIAN	38200	0	0	0	0	42600	43550	44500	45500
LOWER QUARTILE	33050	0	0	0	0	39850	40300	40850	41400
LOWER DECILE	38050	0	0	0	0	36200	36250	36400	36600
MEAN	39650	0	0	0	0	43250	44000	44750	45550
TOTAL NUMBER	12	0	0	4	3	6	38	13	12
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53750	57000	60400	64050	67850	71850	76000	0	92150
UPPER QUARTILE	49750	53500	57500	61700	66050	70500	75050	0	90500
MEDIAN	47500	50750	54150	57750	61550	65450	69500	0	84400
LOWER QUARTILE	42650	44900	47650	50850	54650	59000	63900	0	84200
LOWER DECILE	37300	38750	40550	42600	44700	46650	48400	0	51550
MEAN	47250	49850	52700	55750	59050	62600	66400	0	82850
TOTAL NUMBER	19	68	22	36	49	17	24	1	60
OVER $93000	0	0	0	0	0	0	0	0	19
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 391

CURVES AND TABLES BY INDUSTRY GROUP OF EMPLOYER & FOR ALL INDUSTRIES

ALL INDUSTRIES
ALL ENGINEERS

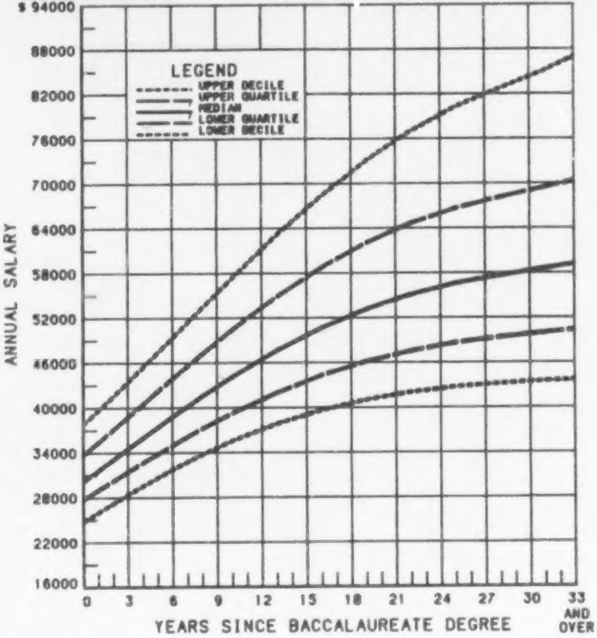


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31250	33250	35350	37400	39550	41650	43800	45900	48000
UPPER QUARTILE	29250	30900	32600	34300	36000	37650	39350	40950	42550
MEDIAN	27450	28850	30250	31600	32950	34250	35550	36800	38000
LOWER QUARTILE	25700	26850	28000	29100	30150	31200	32150	33100	34000
LOWER DECILE	24050	24900	25700	26550	27350	28150	28950	29700	30400
MEAN	27650	29100	30550	32000	33400	34800	36200	37500	38800
TOTAL NUMBER	2463	2384	2541	2803	2996	2764	2473	2149	2243
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	9	3	10	0	2	2	0

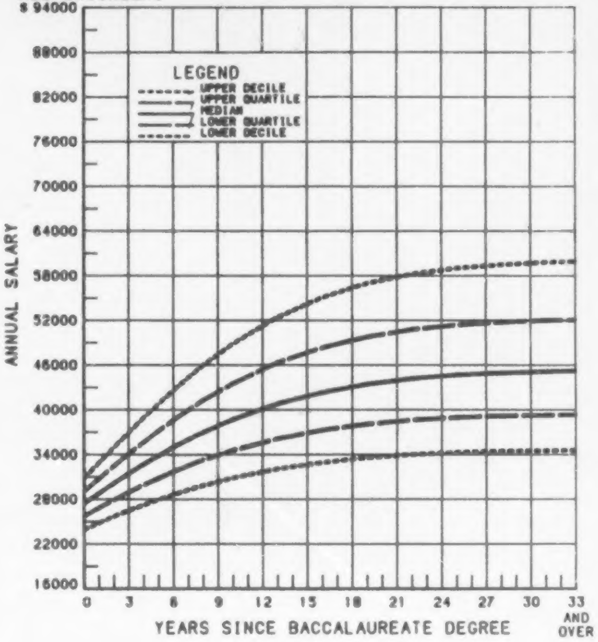
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52000	57550	62300	66150	69150	71300	72850	74100	74800
UPPER QUARTILE	45600	49650	53100	55800	57850	59400	60450	61300	61750
MEDIAN	40200	43150	45500	47350	48750	49750	50400	50900	51200
LOWER QUARTILE	35650	37800	39450	40700	41600	42250	42650	42900	43050
LOWER DECILE	31750	33450	34850	35850	36500	36900	37100	37200	37100
MEAN	41250	44550	47200	49350	51000	52200	53000	53700	54050
TOTAL NUMBER	6193	6388	5039	4710	4175	4200	3477	3076	6103
OVER $93000	2	7	5	55	87	68	91	121	281
UNDER $18000	2	2	2	0	2	0	1	1	2

ENGINEERS COVERED - 66186

ALL INDUSTRIES. SUPERVISORY
ALL ENGINEERS



ALL INDUSTRIES. NON-SUPERVISORY
ALL ENGINEERS



ALL INDUSTRIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37800	39650	41500	43450	45400	47400	49400	51400	53400
UPPER QUARTILE	33700	35350	37050	38750	40450	42200	43900	45550	47200
MEDIAN	30150	31600	33050	34500	35950	37350	38800	40150	41550
LOWER QUARTILE	27750	29000	30200	31450	32650	33800	34950	36100	37200
LOWER DECILE	24800	26000	27200	28400	29550	30650	31750	32750	33750
MEAN	31150	32600	34100	35600	37100	38550	40050	41450	42900
TOTAL NUMBER	60	106	142	128	297	370	450	426	480
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57350	63100	68350	73050	77000	80250	82750	85100	87000
UPPER QUARTILE	50400	54850	58750	62000	64650	66650	68150	69450	70400
MEDIAN	44100	47650	50650	53150	55100	56600	57650	58600	59200
LOWER QUARTILE	39250	42000	44300	46150	47550	48650	49400	50000	50400
LOWER DECILE	35550	37850	39650	41050	42050	42750	43200	43550	43700
MEAN	45600	49300	52550	55200	57350	59000	60200	61200	61950
TOTAL NUMBER	1667	2471	2161	2110	1882	2012	1674	1559	2837
OVER $93000	2	7	5	55	86	67	91	120	239
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 20841

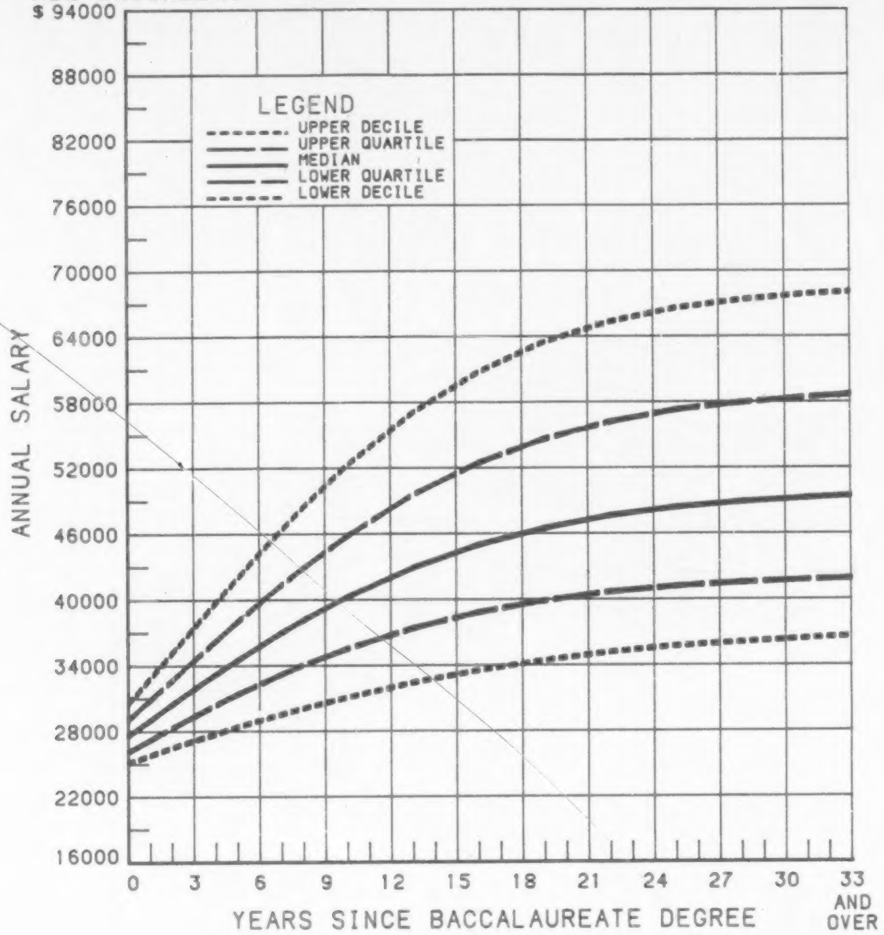
ALL INDUSTRIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30850	32900	34950	36950	38950	40850	42650	44350	46000
UPPER QUARTILE	29050	30750	32450	34100	35650	37200	38650	40000	41300
MEDIAN	27400	28800	30150	31450	32700	33850	35000	36050	37000
LOWER QUARTILE	25700	26850	27900	28950	29950	30850	31750	32550	33300
LOWER DECILE	23900	24800	25700	26500	27250	28000	28650	29300	29850
MEAN	27550	29000	30350	31700	33000	34250	35400	36550	37550
TOTAL NUMBER	2403	2277	2398	2675	2698	2394	2022	1722	1762
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	9	3	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48900	52450	55100	57000	58250	59050	59500	59850	59950
UPPER QUARTILE	43550	46350	48350	49800	50800	51400	51800	52050	52100
MEDIAN	38750	40850	42350	43450	44200	44700	44950	45150	45250
LOWER QUARTILE	34600	36150	37300	38100	38650	39000	39200	39300	39350
LOWER DECILE	30900	32100	32950	33600	34000	34300	34450	34550	34600
MEAN	39450	41700	43450	44650	45500	46050	46400	46650	46800
TOTAL NUMBER	4525	3916	2878	2599	2293	2188	1802	1516	3266
OVER $93000	0	0	0	0	0	0	0	0	41
UNDER $18000	2	2	2	0	1	0	0	0	1

ENGINEERS COVERED - 45344

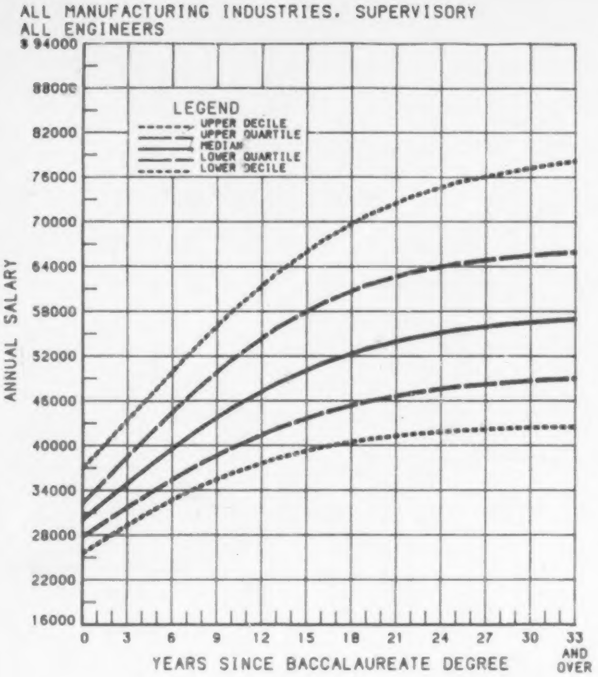
ALL MANUFACTURING INDUSTRIES
ALL ENGINEERS

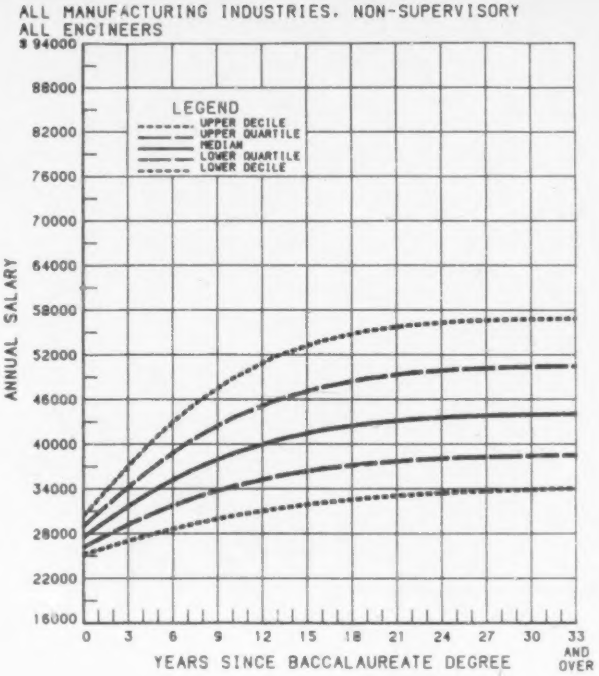


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30550	32850	35150	37450	39750	42000	44250	46350	48450
UPPER QUARTILE	29050	30850	32650	34450	36250	38000	39700	41350	42900
MEDIAN	27600	29000	30450	31850	33200	34500	35750	37000	38150
LOWER QUARTILE	26100	27200	28300	29350	30400	31400	32300	33200	34050
LOWER DECILE	25100	25800	26500	27150	27750	28400	29000	29550	30100
MEAN	27850	29300	30800	32250	33650	35050	36400	37700	38950
TOTAL NUMBER	1789	1610	1703	1801	1991	1673	1436	1086	1349
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52250	57050	60750	63500	65350	66600	67350	67900	68100
UPPER QUARTILE	45800	49550	52450	54650	56200	57300	57950	58450	58700
MEDIAN	40250	42900	45000	46500	47650	48400	48900	49250	49450
LOWER QUARTILE	35550	37400	38850	39900	40700	41200	41550	41800	41900
LOWER DECILE	31100	32450	33550	34450	35200	35750	36100	36450	36650
MEAN	41200	44100	46400	48150	49450	50300	50900	51300	51550
TOTAL NUMBER	3165	3196	2609	2487	2301	2460	2040	1653	3146
OVER $93000	1	3	4	5	46	38	23	40	63
UNDER $18000	0	0	0	0	0	0	0	0	1

ENGINEERS COVERED - 37504





ALL MANUFACTURING INDUSTRIES, SUPERVISORY

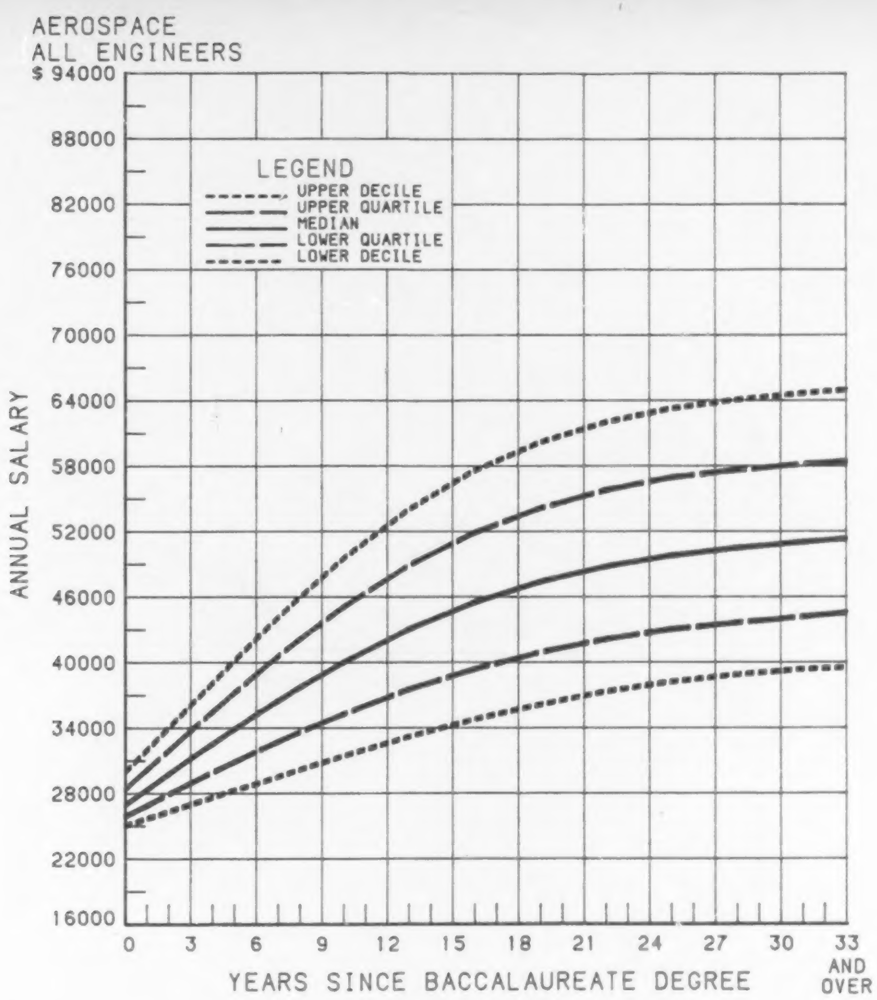
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37000	39100	41300	43450	45650	47800	49950	52050	54100
UPPER QUARTILE	32250	34300	36400	38500	40550	42550	44500	46400	48200
MEDIAN	30050	31700	33350	34950	36550	38100	39600	41050	42450
LOWER QUARTILE	27800	29100	30450	31750	33000	34250	35450	36600	37700
LOWER DECILE	25550	26850	28100	29350	30550	31650	32750	33750	34650
MEAN	30850	32500	34150	35800	37400	39000	40550	42050	43500
TOTAL NUMBER	20	52	70	59	165	176	219	185	264
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58000	63150	67450	70850	73400	75300	76550	77600	78200
UPPER QUARTILE	51550	55800	59100	61550	63250	64400	65150	65700	65950
MEDIAN	45050	48350	51000	53000	54450	55500	56200	56700	57000
LOWER QUARTILE	39700	42300	44350	45900	47050	47900	48400	48850	49050
LOWER DECILE	36300	38300	39800	40850	41550	42000	42300	42500	42550
MEAN	46200	49650	52500	54650	56250	57400	58200	58750	59100
TOTAL NUMBER	821	1134	1050	1068	905	1195	919	780	1385
OVER $93000	1	3	4	5	46	37	23	39	60
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 10478

ALL MANUFACTURING INDUSTRIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30400	32650	34900	37100	39150	41150	42950	44650	46200
UPPER QUARTILE	29000	30800	32550	34250	35900	37400	38850	40200	41400
MEDIAN	27550	29000	30350	31700	32950	34150	35250	36250	37150
LOWER QUARTILE	26200	27250	28250	29250	30150	31000	31800	32500	33200
LOWER DECILE	25200	25850	26450	27050	27600	28150	28650	29150	29600
MEAN	27800	29250	30650	32050	33300	34550	35650	36700	37650
TOTAL NUMBER	1768	1557	1633	1741	1826	1497	1216	900	1085
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48850	51900	53900	55250	56000	56500	56750	56850	56900
UPPER QUARTILE	43550	46000	47700	48850	49600	50050	50300	50450	50500
MEDIAN	38750	40600	41900	42750	43350	43700	43900	44000	44050
LOWER QUARTILE	34350	35750	36750	37400	37900	38200	38350	38500	38550
LOWER DECILE	30400	31400	32200	32800	33250	33600	33800	34000	34100
MEAN	39350	41300	42650	43550	44150	44550	44750	44900	44950
TOTAL NUMBER	2344	2061	1558	1418	1395	1265	1120	872	1761
OVER $93000	0	0	0	0	0	0	0	0	2
UNDER $18000	0	0	0	0	0	0	0	0	0

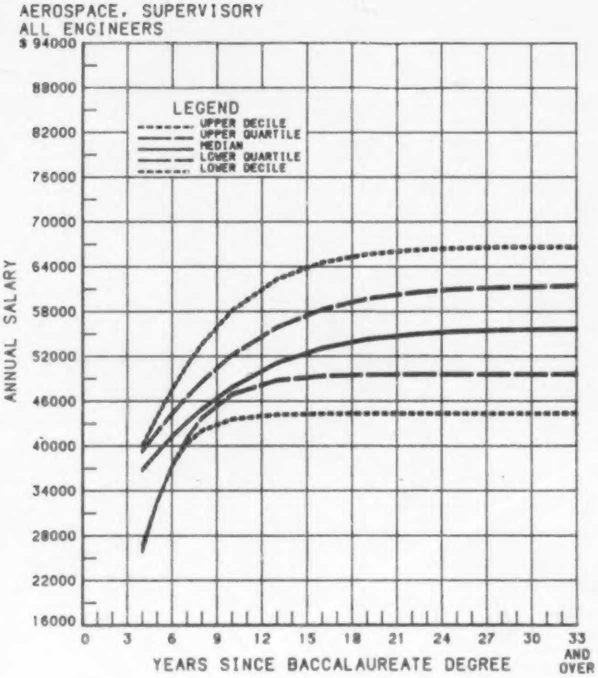
ENGINEERS COVERED - 27026

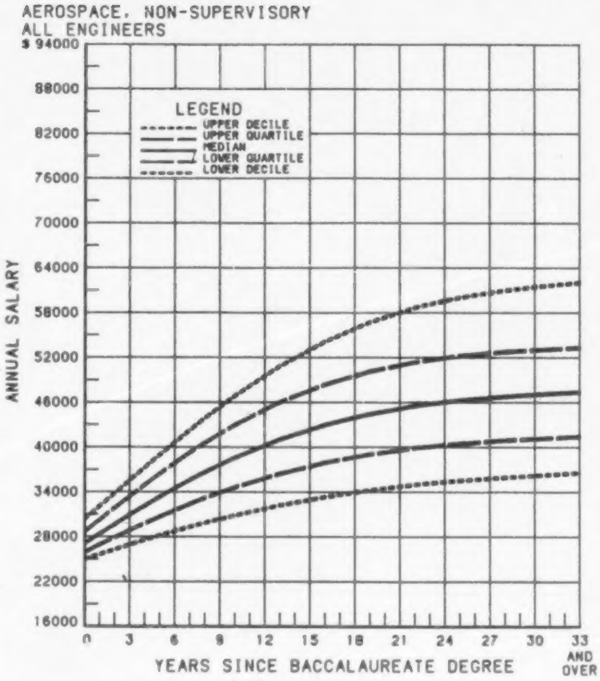


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30000	32000	34050	36100	38150	40200	42200	44150	46000
UPPER QUARTILE	28400	30200	31950	33750	35500	37250	38950	40600	42150
MEDIAN	26950	28350	29800	31200	32550	33900	35250	36500	37750
LOWER QUARTILE	25900	26900	27950	28950	29950	30900	31850	32750	33650
LOWER DECILE	25050	25700	26350	27000	27650	28300	28900	29550	30200
MEAN	27450	28850	30250	31650	33000	34350	35650	36900	38150
TOTAL NUMBER	237	237	229	250	267	168	189	144	209
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49550	54050	57600	60200	62050	63300	64100	64700	65000
UPPER QUARTILE	45100	48900	51900	54150	55800	56950	57650	58200	58450
MEDIAN	40050	43050	45500	47400	48800	49800	50500	51050	51350
LOWER QUARTILE	35300	37550	39400	40950	42150	43050	43650	44200	44550
LOWER DECILE	31450	33200	34800	36150	37350	38250	38900	39400	39550
MEAN	40400	43400	45850	47800	49200	50250	50950	51550	51850
TOTAL NUMBER	363	406	337	388	376	307	306	180	403
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 5005





AEROSPACE, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	40050	44000	47600	50850	53650
UPPER QUARTILE	0	0	0	0	39300	41900	44350	46600	48650
MEDIAN	0	0	0	0	36800	39100	41250	43200	44950
LOWER QUARTILE	0	0	0	0	26800	32500	37350	41050	43750
LOWER DECILE	0	0	0	0	25950	32550	37350	40350	42050
MEAN	0	0	0	0	34400	37950	41100	43900	46200
TOTAL NUMBER	0	0	0	0	22	8	18	39	24
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58150	62350	64600	65700	66250	66500	66650	66650	66650
UPPER QUARTILE	52150	55900	58300	59750	60550	61050	61250	61400	61450
MEDIAN	47900	51100	53100	54300	54950	55350	55550	55650	55650
LOWER QUARTILE	46950	48800	49400	49550	49600	49600	49600	49600	49600
LOWER DECILE	43600	44200	44350	44350	44350	44350	44350	44350	44350
MEAN	49750	52800	54250	54950	55250	55400	55450	55450	55450
TOTAL NUMBER	53	99	121	115	121	119	114	88	157
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1105

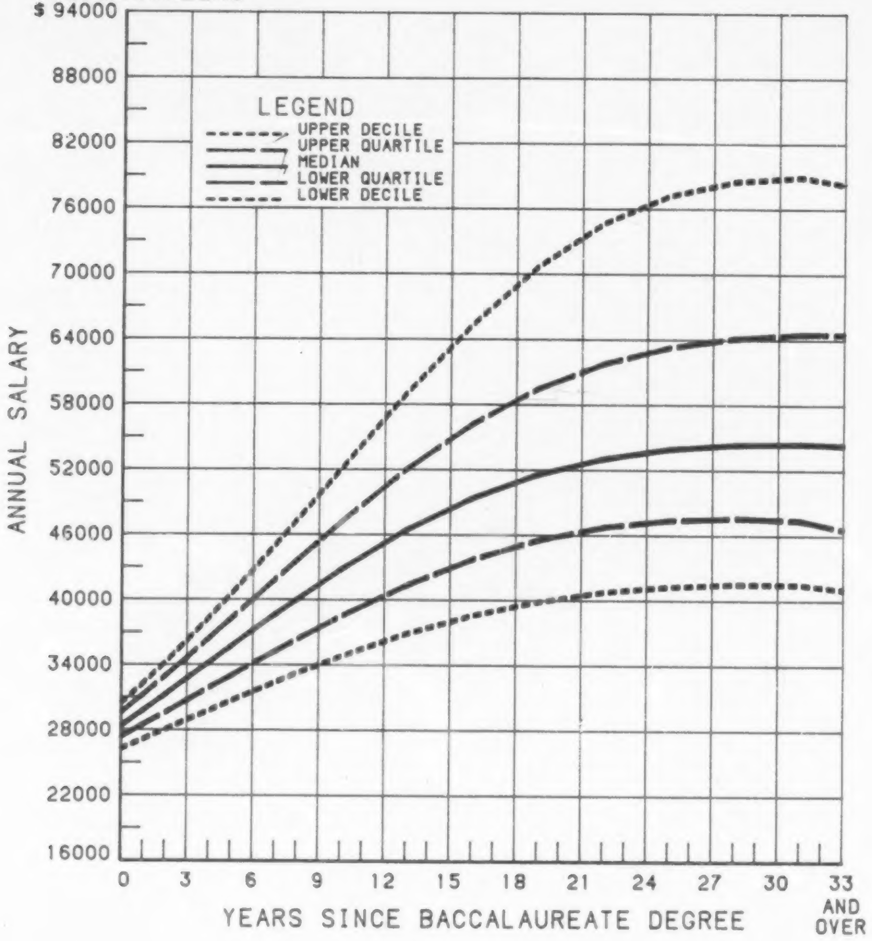
AEROSPACE, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	32100	33800	35550	37300	39000	40650	42300	43900
UPPER QUARTILE	28650	30250	31850	33400	34950	36450	37900	39300	40600
MEDIAN	27100	28400	29650	30950	32150	33350	34500	35600	36650
LOWER QUARTILE	25900	26950	27900	28900	29800	30700	31550	32400	33200
LOWER DECILE	25000	25650	26300	26950	27600	28200	28800	29350	29900
MEAN	27700	28950	30150	31350	32500	33650	34750	35850	36850
TOTAL NUMBER	237	236	229	250	245	160	170	105	184
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46900	50850	54150	56750	58700	60050	61000	61700	62050
UPPER QUARTILE	43000	46050	48400	50150	51400	52250	52800	53150	53350
MEDIAN	38600	41050	43000	44450	45550	46300	46800	47200	47400
LOWER QUARTILE	34650	36450	37950	39050	39900	40500	40950	41250	41450
LOWER DECILE	30900	32250	33350	34250	35000	35550	35950	36350	36600
MEAN	38750	41250	43200	44800	45950	46800	47400	47850	48100
TOTAL NUMBER	310	307	215	272	255	187	191	92	246
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3900

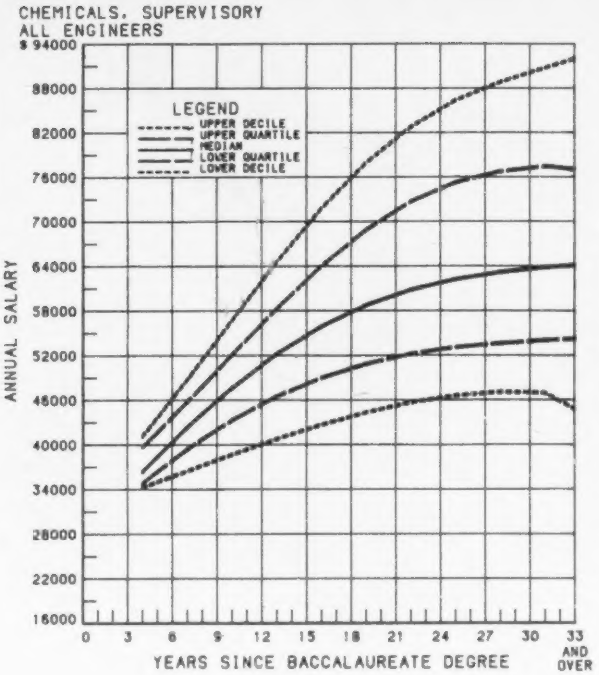
CHEMICALS
ALL ENGINEERS

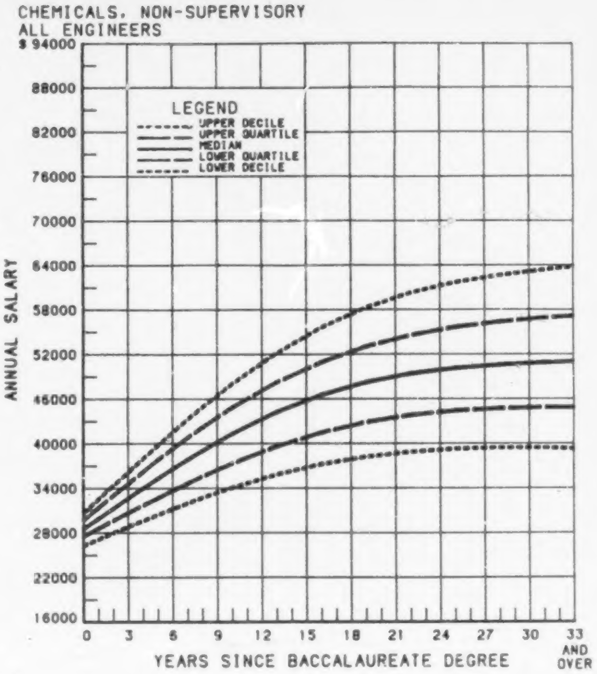


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30450	32300	34200	36250	38350	40500	42750	45000	47350
UPPER QUARTILE	29600	31250	32950	34650	36450	38250	40050	41850	43650
MEDIAN	28350	29800	31250	32750	34200	35700	37200	38650	40050
LOWER QUARTILE	27350	28500	29600	30750	31900	33000	34150	35250	36350
LOWER DECILE	26250	27150	28050	28950	29800	30700	31550	32400	33250
MEAN	28350	29750	31200	32650	34150	35700	37200	38700	40200
TOTAL NUMBER	259	213	317	518	479	502	323	360	331
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52050	59050	65400	70750	74700	77250	78550	78950	78250
UPPER QUARTILE	47150	52050	56200	59500	61800	63300	64150	64550	64550
MEDIAN	42800	46450	49400	51600	53050	53950	54350	54450	54300
LOWER QUARTILE	38500	41350	43750	45550	46750	47400	47600	47400	46550
LOWER DECILE	34800	36900	38600	39900	40800	41300	41550	41500	41050
MEAN	43150	47250	50750	53500	55450	56650	57200	57400	57000
TOTAL NUMBER	1136	996	963	839	689	603	544	496	1102
OVER $93000	0	2	0	3	18	19	17	31	37
UNDER $18000	0	0	0	0	0	0	1	1	5

ENGINEERS COVERED - 10677





CHEMICALS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	41150	43650	46200	48800	51400
UPPER QUARTILE	0	0	0	0	39700	41650	43700	45750	47850
MEDIAN	0	0	0	0	36400	38400	40350	42300	44150
LOWER QUARTILE	0	0	0	0	34850	36400	37900	39400	40750
LOWER DECILE	0	0	0	0	34300	35050	35800	36500	37250
MEAN	0	0	0	0	37400	39100	40850	42600	44300
TOTAL NUMBER	0	0	2	3	13	34	55	43	76
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56750	64600	71800	77950	82800	86400	88850	90800	92050
UPPER QUARTILE	52100	58300	64050	68900	72700	75250	76750	77450	77050
MEDIAN	47650	52250	55950	58800	60850	62250	63200	63850	64150
LOWER QUARTILE	43300	46550	49050	50900	52200	53100	53650	54050	54250
LOWER DECILE	38700	40800	42700	44350	45700	46600	47100	46950	44750
MEAN	47750	52600	56850	60300	62900	64600	65550	66000	65850
TOTAL NUMBER	331	402	412	374	305	245	250	185	400
OVER $93000	0	2	0	3	17	17	16	31	36
UNDER $18000	0	0	0	0	0	0	1	1	2

ENGINEERS COVERED - 3138

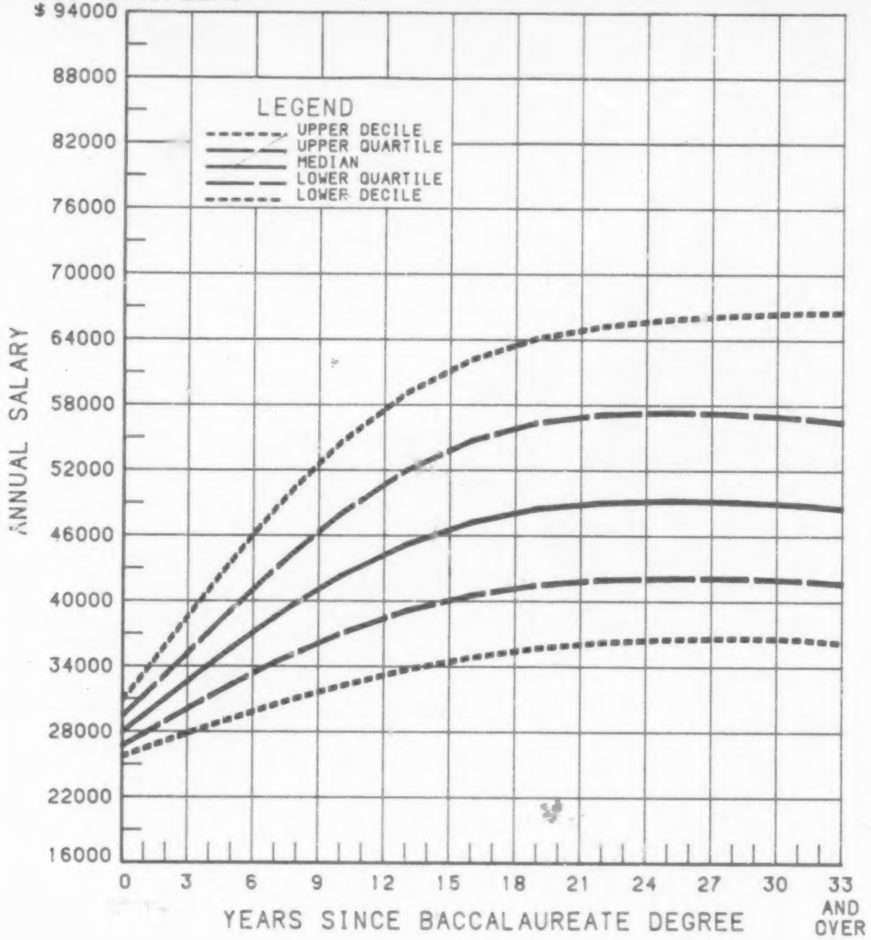
CHEMICALS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30700	32500	34350	36150	37950	39750	41500	43250	44900
UPPER QUARTILE	29700	31350	33000	34600	36200	37800	39300	40800	42200
MEDIAN	28550	29900	31250	32650	34000	35300	36600	37850	39050
LOWER QUARTILE	27550	28600	29650	30700	31700	32700	33700	34650	35600
LOWER DECILE	26300	27150	28000	28850	29650	30450	31250	32000	32750
MEAN	28450	29850	31250	32650	34000	35300	36550	37800	39000
TOTAL NUMBER	259	213	314	515	465	467	267	316	255
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48050	52200	55650	58300	60300	61700	62650	63400	63850
UPPER QUARTILE	44850	48250	50950	53050	54600	55700	56400	56950	57200
MEDIAN	41350	44250	46550	48250	49400	50150	50600	50900	51050
LOWER QUARTILE	37350	39650	41500	42900	43850	44450	44750	44900	44850
LOWER DECILE	34100	35850	37250	38250	38900	39300	39450	39450	39300
MEAN	41200	44050	46350	48150	49500	50450	51100	51550	51800
TOTAL NUMBER	805	594	551	464	383	358	294	310	701
OVER $93000	0	0	0	0	0	2	0	0	1
UNDER $18000	0	0	0	0	0	0	0	0	2

ENGINEERS COVERED - 7539

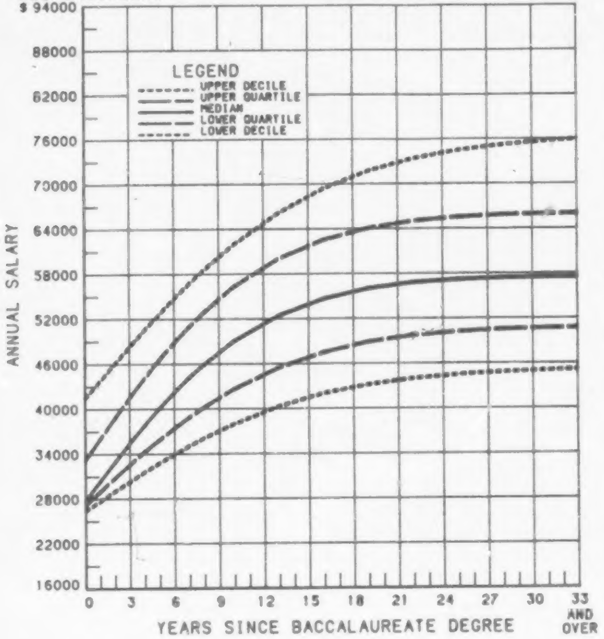
ELECTRICAL AND ELECTRONIC EQUIPMENT
ALL ENGINEERS

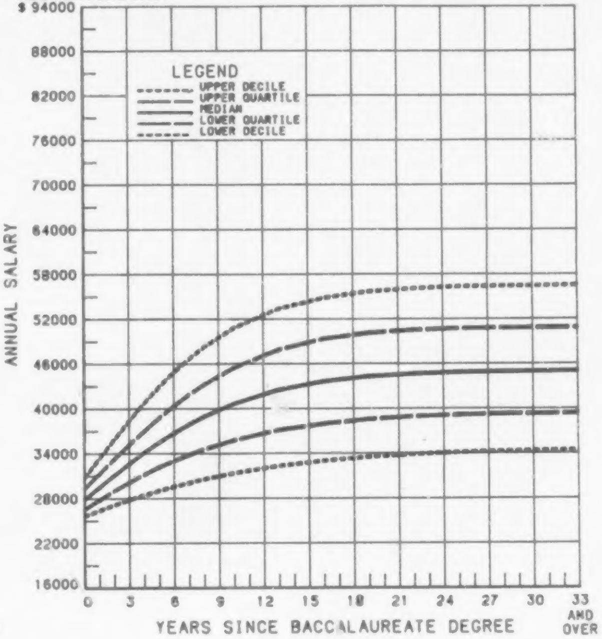


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30850	33400	36000	38600	41150	43650	46100	48450	50650
UPPER QUARTILE	29400	31300	33250	35200	37200	39150	41050	42950	44700
MEDIAN	27950	29500	31050	32600	34150	35650	37100	38500	39850
LOWER QUARTILE	26650	27800	28950	30100	31200	32300	33350	34350	35250
LOWER DECILE	25700	26450	27150	27850	28550	29200	29850	30500	31100
MEAN	28350	29950	31500	33100	34650	36200	37700	39150	40500
TOTAL NUMBER	904	791	758	798	637	655	508	455	404
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54550	59100	62200	64150	65250	65900	66250	66500	66550
UPPER QUARTILE	48000	52000	54750	56400	57150	57350	57200	56850	56450
MEDIAN	42300	45200	47250	48500	49050	49250	49150	48900	48550
LOWER QUARTILE	37000	39100	40550	41500	42000	42150	42150	41950	41650
LOWER DECILE	32200	33700	34850	35700	36250	36550	36650	36550	36200
MEAN	43000	46000	48150	49500	50250	50550	50600	50500	50350
TOTAL NUMBER	1042	989	893	886	705	872	695	705	1000
OVER $93000	0	3	0	3	5	7	3	8	17
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 13704


ELECTRICAL AND ELECTRONIC EQUIPMENT, SUPERVISORY
ALL ENGINEERS


ELECTRICAL AND ELECTRONIC EQUIPMENT, NON-SUPERVISORY
ALL ENGINEERS

ELECTRICAL AND ELECTRONIC EQUIPMENT, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	41850	43750	46050	48300	50550	52650	54750	56700	58550
UPPER QUARTILE	33200	36000	38800	41500	44100	46600	48900	51000	52950
MEDIAN	27750	30350	32900	35400	37800	40100	42200	44200	45950
LOWER QUARTILE	27150	29000	30800	32550	34300	35900	37450	38900	40250
LOWER DECILE	26400	27700	29050	30300	31600	32800	33950	35100	36150
MEAN	31250	33450	35600	37700	39750	41700	43550	45300	46900
TOTAL NUMBER	8	11	16	14	19	38	53	48	69
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	61950	66150	69400	71750	73400	74500	75200	75750	76000
UPPER QUARTILE	56300	60050	62550	64100	65050	65550	65850	65950	66000
MEDIAN	49050	52450	54650	56000	56800	57200	57400	57500	57500
LOWER QUARTILE	42650	45500	47500	48900	49750	50250	50550	50700	50750
LOWER DECILE	38000	40350	42050	43200	45000	44500	44850	45050	45200
MEAN	49750	53050	55450	57050	58050	58700	59050	59300	59350
TOTAL NUMBER	244	289	332	365	303	367	263	242	351
OVER $93000	0	3	0	3	5	7	3	8	17
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3039

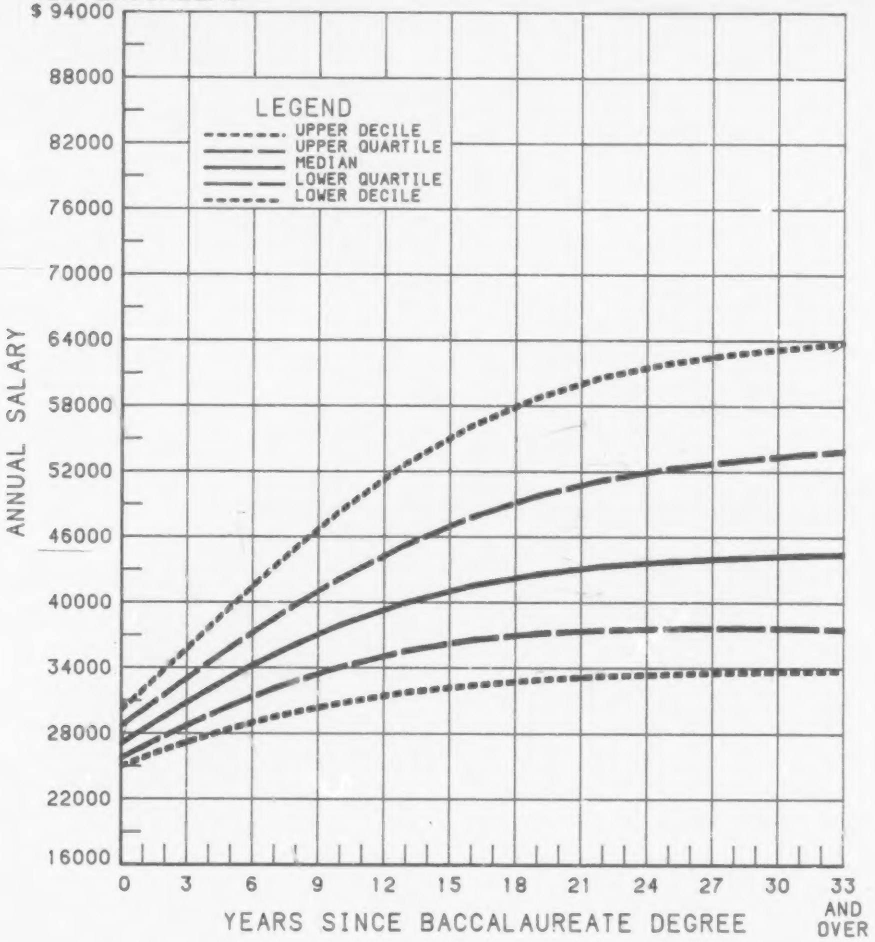
ELECTRICAL AND ELECTRONIC EQUIPMENT, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30750	33400	35950	38400	40750	42900	44900	46650	48250
UPPER QUARTILE	29300	31300	33300	35200	37000	38750	40350	41850	43200
MEDIAN	27850	29500	31100	32650	34150	35500	36750	37900	38950
LOWER QUARTILE	26550	27800	29050	30150	31200	32200	33050	33850	34600
LOWER DECILE	25650	26400	27150	27850	28450	29050	29600	30100	30600
MEAN	28150	29900	31550	33100	34550	35900	37100	38200	39200
TOTAL NUMBER	895	779	742	783	617	617	455	407	335
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50800	53400	54850	55700	56100	56350	56450	56500	56550
UPPER QUARTILE	45450	47900	49350	50150	50550	50750	50800	50850	50850
MEDIAN	40650	42500	43650	44300	44650	44850	44950	45000	45050
LOWER QUARTILE	35800	37150	38000	38600	38950	39150	39300	39350	39400
LOWER DECILE	31400	32350	33050	33550	33900	34150	34300	34400	34450
MEAN	40850	42600	43750	44450	44900	45150	45300	45350	45350
TOTAL NUMBER	797	699	560	520	402	504	431	462	648
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 10664

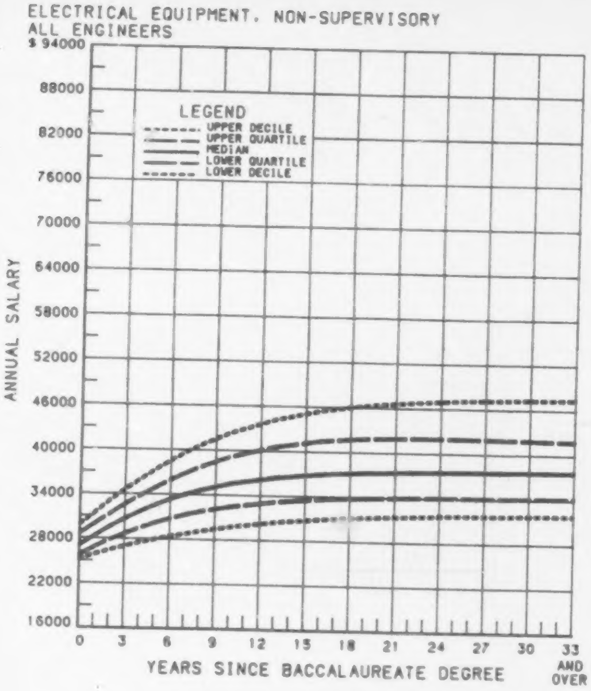
ELECTRICAL EQUIPMENT
ALL ENGINEERS

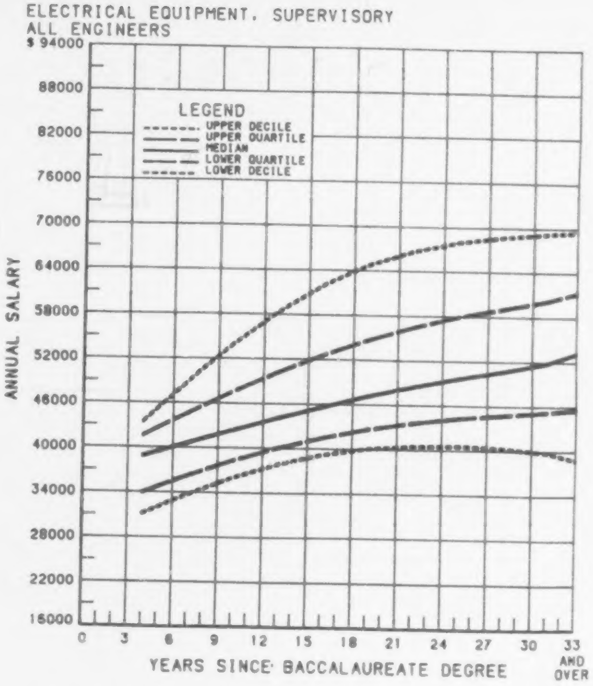


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	32000	33900	35800	37700	39600	41450	43300	45050
UPPER QUARTILE	28700	30150	31600	33050	34500	35900	37250	38550	39850
MEDIAN	27050	28350	29600	30850	32000	33150	34250	35250	36200
LOWER QUARTILE	25750	26800	27800	28750	29650	30550	31350	32150	32850
LOWER DECILE	25000	25800	26550	27200	27850	28450	29000	29550	30000
MEAN	27400	28700	30000	31250	32500	33700	34850	35950	36950
TOTAL NUMBER	86	70	47	82	83	97	75	81	68
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48400	52750	56200	58800	60700	61950	62800	63400	63800
UPPER QUARTILE	42200	45300	47850	49800	51250	52300	53000	53600	53900
MEDIAN	37950	40000	41550	42600	43350	43800	44100	44350	44450
LOWER QUARTILE	34100	35600	36600	37200	37500	37650	37700	37650	37550
LOWER DECILE	30800	31800	32450	32950	33300	33500	33650	33750	33800
MEAN	38900	41300	43150	44550	45550	46250	46700	47050	47250
TOTAL NUMBER	191	182	155	118	84	106	100	75	132
OVER $93000	0	0	0	0	0	0	0	1	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1839





ELECTRICAL EQUIPMENT, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	43450	45300	47100	48900	50700
UPPER QUARTILE	0	0	0	0	41600	42650	43650	44650	45650
MEDIAN	0	0	0	0	38850	39450	40050	40650	41250
LOWER QUARTILE	0	0	0	0	33950	34750	35500	36250	36950
LOWER DECILE	0	0	0	0	31150	32000	32900	33700	34500
MEAN	0	0	0	0	37850	38900	39950	41000	42000
TOTAL NUMBER	0	4	2	1	8	20	18	21	22
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54000	58450	62050	64800	66700	68000	68750	69250	69500
UPPER QUARTILE	47600	50250	52650	54750	56500	57950	59100	60250	61300
MEDIAN	42400	44100	45650	47150	48450	49650	50700	51850	53200
LOWER QUARTILE	38300	40050	41500	42700	43600	44300	44800	45250	45600
LOWER DECILE	36000	37850	39200	40100	40500	40600	40350	39800	38800
MEAN	43850	46300	48350	50050	51350	52350	53050	53700	54150
TOTAL NUMBER	74	69	82	67	51	53	57	38	74
OVER $93000	0	0	0	0	0	0	0	1	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 669

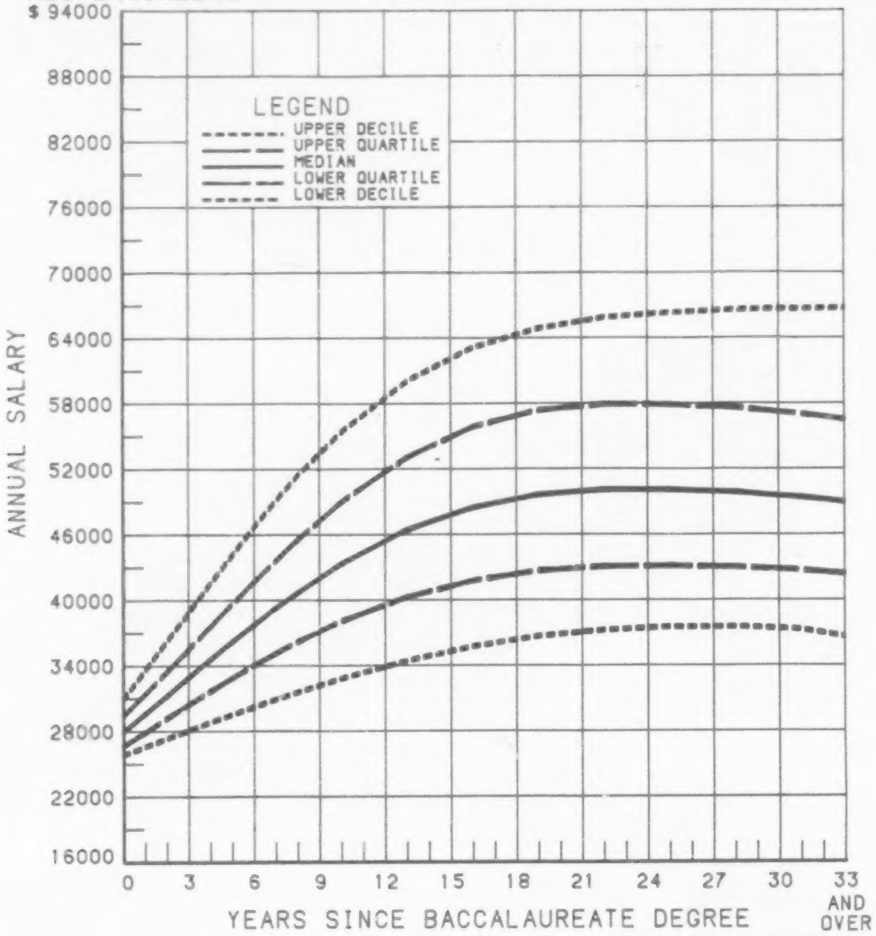
ELECTRICAL EQUIPMENT, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29800	31450	33100	34600	36000	37350	38550	39700	40700
UPPER QUARTILE	28600	29950	31300	32600	33800	34900	35950	36900	37750
MEDIAN	26950	28300	29550	30650	31650	32550	33350	34000	34600
LOWER QUARTILE	25750	26800	27800	28650	29450	30150	30750	31300	31750
LOWER DECILE	25200	25850	26450	27000	27500	27950	28400	28750	29100
MEAN	27300	28550	29700	30750	31750	32650	33450	34200	34850
TOTAL NUMBER	86	65	44	80	74	77	57	60	46
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42400	44250	45500	46300	46800	47100	47250	47350	47400
UPPER QUARTILE	39150	40600	41450	41850	42000	42000	41950	41850	41800
MEDIAN	35550	36450	37000	37300	37450	37550	37600	37650	37650
LOWER QUARTILE	32450	33200	33650	33900	34050	34100	34150	34200	34200
LOWER DECILE	29750	30450	30950	31300	31500	31700	31750	31850	31850
MEAN	35900	37050	37750	38250	38500	38700	38800	38850	38850
TOTAL NUMBER	117	113	73	50	32	52	42	36	57
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1170

ELECTRONIC EQUIPMENT & COMPUTERS
ALL ENGINEERS

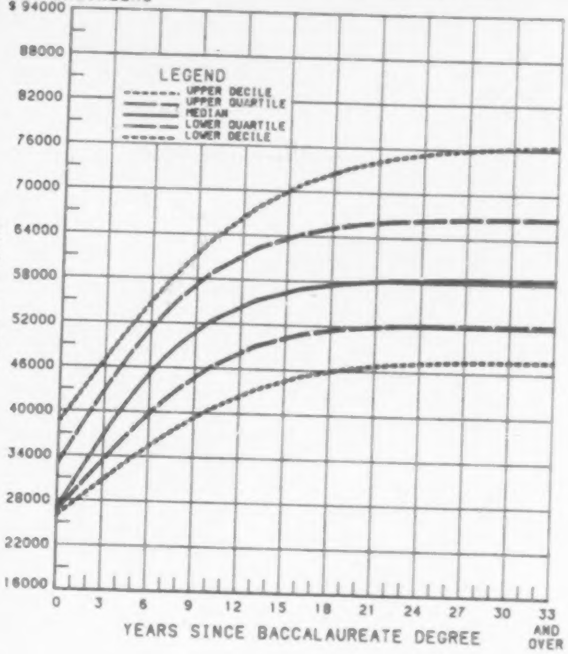


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30950	33600	36250	38900	41600	44200	46750	49150	51450
UPPER QUARTILE	29400	31400	33450	35500	37600	39650	41700	43650	45550
MEDIAN	27950	29600	31250	32950	34600	36200	37750	39300	40700
LOWER QUARTILE	26650	27900	29200	30450	31700	32900	34050	35150	36200
LOWER DECILE	25850	26600	27350	28100	28850	29550	30250	30950	31600
MEAN	28400	30050	31750	33400	35050	36700	38300	39800	41250
TOTAL NUMBER	792	698	690	692	535	537	417	359	323
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

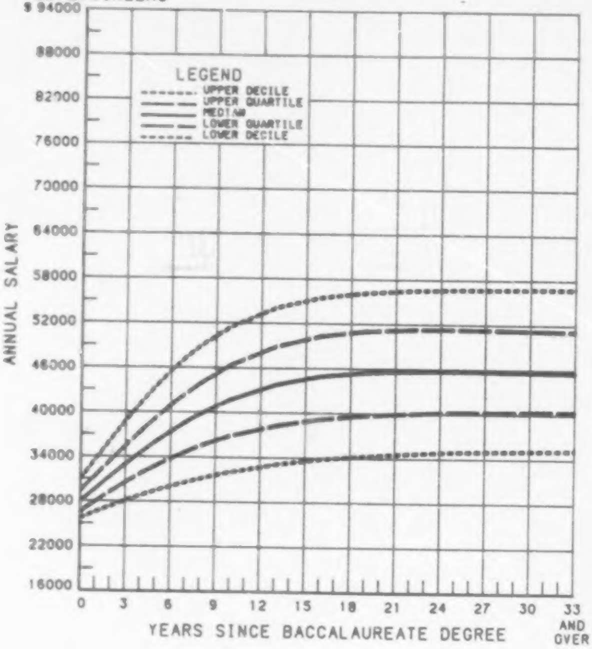
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55450	60100	63150	64900	65900	66350	66600	66700	66750
UPPER QUARTILE	49000	53100	55900	57400	57950	57900	57600	57050	56500
MEDIAN	43350	46450	48500	49650	50100	50100	49850	49400	48950
LOWER QUARTILE	38100	40300	41800	42700	43100	43150	43000	42750	42400
LOWER DECILE	32850	34450	35750	36700	37250	37550	37550	37300	36650
MEAN	43900	47050	49200	50500	51100	51250	51200	51000	50700
TOTAL NUMBER	816	774	708	741	600	740	573	609	837
OVER $93000	0	2	0	3	5	7	3	6	13
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 11450

ELECTRONIC EQUIPMENT & COMPUTERS, SUPERVISORY
ALL ENGINEERS



ELECTRONIC EQUIPMENT & COMPUTERS, NON-SUPERVISORY
ALL ENGINEERS



ELECTRONIC EQUIPMENT & COMPUTERS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38500	41350	44200	47000	49750	52350	54850	57200	59400
UPPER QUARTILE	32900	36300	39600	42800	45850	48650	51200	53500	55550
MEDIAN	26850	30200	33550	36800	39850	42650	45150	47400	49300
LOWER QUARTILE	26550	28850	31150	33400	35650	37750	39750	41650	43300
LOWER DECILE	25900	27500	29150	30750	32350	33900	35400	36800	38100
MEAN	30500	33300	36050	38700	41250	43650	45850	47800	49600
TOTAL NUMBER	8	6	13	12	10	16	33	24	44
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	63300	67850	71100	73250	74700	75550	76050	76350	76500
UPPER QUARTILE	58900	62300	64350	65550	66200	66500	66650	66750	66750
MEDIAN	52350	55300	56950	57800	58250	58450	58550	58550	58600
LOWER QUARTILE	46150	49150	50850	51750	52150	52300	52300	52350	52350
LOWER DECILE	40500	43250	45150	46300	47000	47350	47550	47600	47650
MEAN	52600	55850	57850	59050	59750	60150	60300	60400	60400
TOTAL NUMBER	160	210	237	286	242	302	196	196	264
OVER $93000	0	2	0	3	5	7	3	6	13
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2267

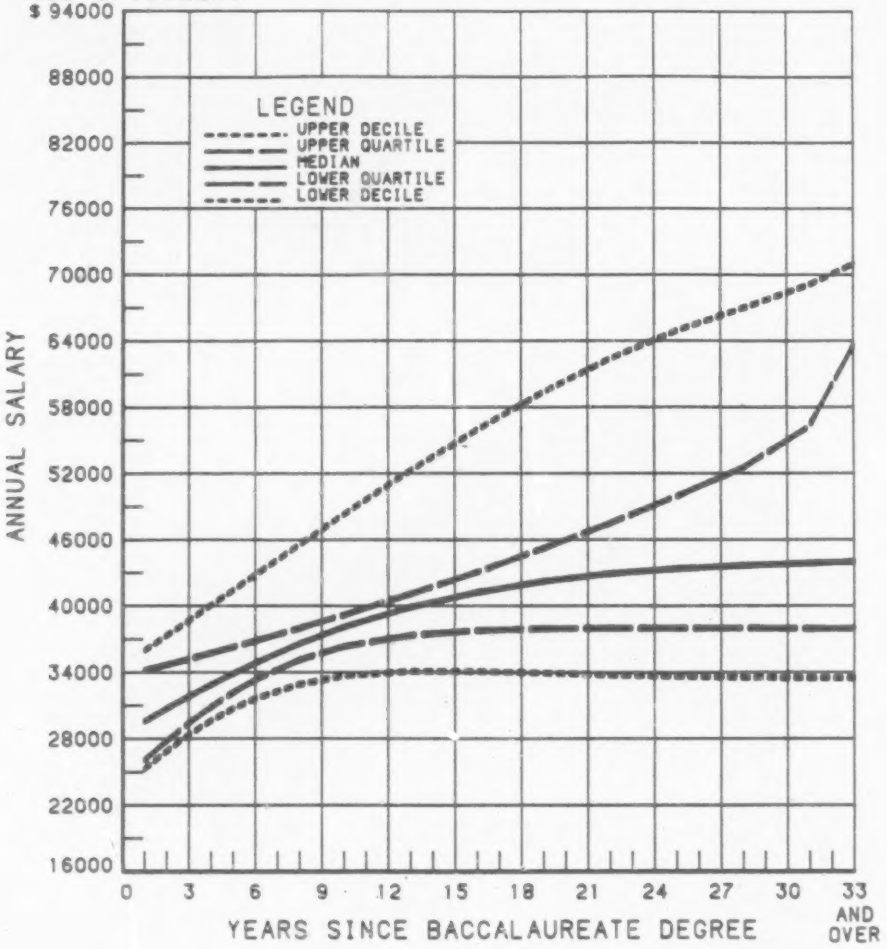
ELECTRONIC EQUIPMENT & COMPUTERS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30900	33600	36250	38800	41200	43450	45500	47350	48950
UPPER QUARTILE	29350	31400	33450	35450	37400	39200	40950	42500	43950
MEDIAN	27900	29650	31350	33000	34550	36050	37400	38700	39850
LOWER QUARTILE	26550	27950	29300	30550	31750	32800	33800	34700	35550
LOWER DECILE	25700	26550	27350	28150	28850	29500	30100	30650	31150
MEAN	28250	30050	31750	33400	34950	36400	37700	38900	40000
TOTAL NUMBER	784	692	677	680	524	521	384	334	279
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51550	54100	55500	56200	56550	56700	56750	56800	56800
UPPER QUARTILE	46400	48900	50350	51050	51300	51350	51300	51200	51150
MEDIAN	41750	43800	44950	45500	45700	45750	45700	45650	45600
LOWER QUARTILE	36900	38300	39200	39750	40050	40250	40300	40400	40400
LOWER DECILE	32050	33100	33850	34350	34700	34950	35050	35150	35200
MEAN	41750	43600	44700	45350	45700	45850	45950	46000	46050
TOTAL NUMBER	655	564	470	454	358	438	376	412	572
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 9183

INSTRUMENTS
ALL ENGINEERS

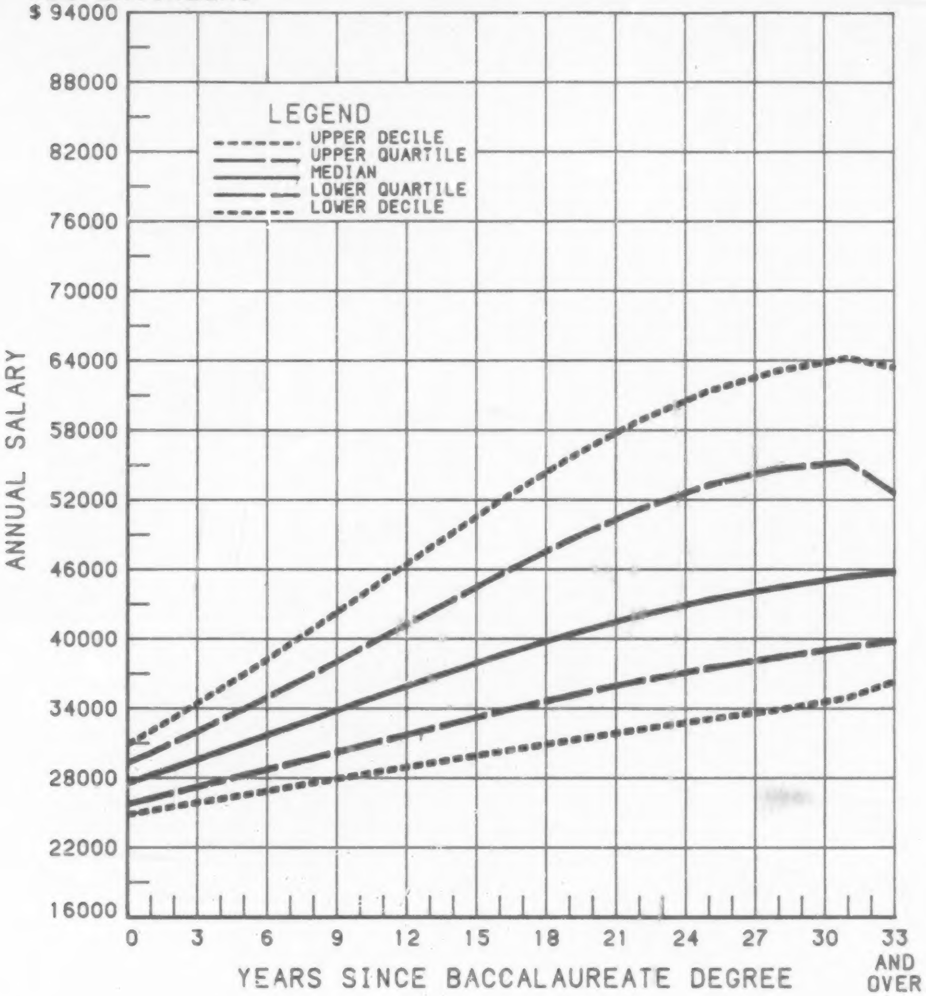


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	36000	37350	38700	40100	41450	42850	0	45600
UPPER QUARTILE	0	34200	34700	35200	35750	36300	36850	0	38000
MEDIAN	0	29600	30750	31850	32900	33900	34850	0	36600
LOWER QUARTILE	0	26100	27850	29450	30900	32200	33350	0	35150
LOWER DECILE	0	25300	26900	28400	29650	30750	31650	0	32950
MEAN	0	29750	31050	32350	33600	34800	35900	0	38000
TOTAL NUMBER	4	5	12	10	21	10	12	3	5
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48350	52300	56000	59400	62400	64950	67000	69100	71000
UPPER QUARTILE	39200	41100	43100	45250	47500	49950	52550	56250	63550
MEDIAN	38100	39900	41250	42250	42950	43400	43700	43900	44050
LOWER QUARTILE	36350	37350	37800	37950	38000	38000	38000	37950	37950
LOWER DECILE	33700	34100	34100	33950	33750	33650	33550	33500	33500
MEAN	39800	42050	43750	45000	45850	46450	46800	47100	47250
TOTAL NUMBER	14	15	15	8	15	20	17	7	17
OVER $93000	0	0	0	0	2	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 218

MACHINERY NON-ELECTRICAL
ALL ENGINEERS

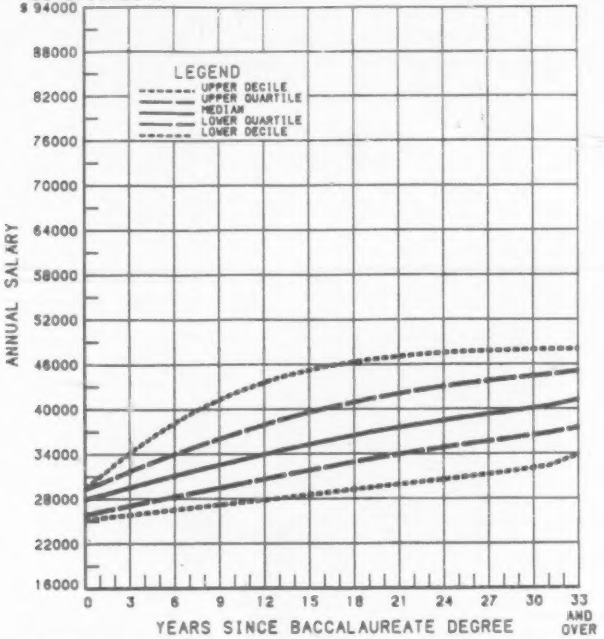


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30900	32050	33200	34450	35700	36950	38250	39600	40950
UPPER QUARTILE	29300	30150	31100	32000	33000	33950	34950	36000	37000
MEDIAN	27550	28250	28900	29600	30300	31000	31700	32400	33100
LOWER QUARTILE	25750	26250	26750	27250	27750	28250	28750	29250	29750
LOWER DECILE	24850	25200	25550	25900	26200	26550	26900	27250	27600
MEAN	27600	28350	29100	29850	30650	31450	32200	33000	33800
TOTAL NUMBER	18	15	17	21	38	21	22	10	19
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43700	47850	51900	55600	58850	61400	63150	64250	63400
UPPER QUARTILE	39150	42350	45550	48550	51200	53300	54700	55300	52600
MEDIAN	34550	36600	38600	40400	42050	43400	44450	45400	45750
LOWER QUARTILE	30750	32250	33750	35100	36400	37500	38450	39350	39800
LOWER DECILE	28300	29300	30300	31250	32200	33100	33900	34950	36350
MEAN	35450	37800	40100	42200	44050	45600	46800	47750	47950
TOTAL NUMBER	42	50	29	29	30	25	21	15	41
OVER $93000	0	0	0	0	0	2	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 471

MACHINERY NON-ELECTRICAL, NON-SUPERVISORY
ALL ENGINEERS

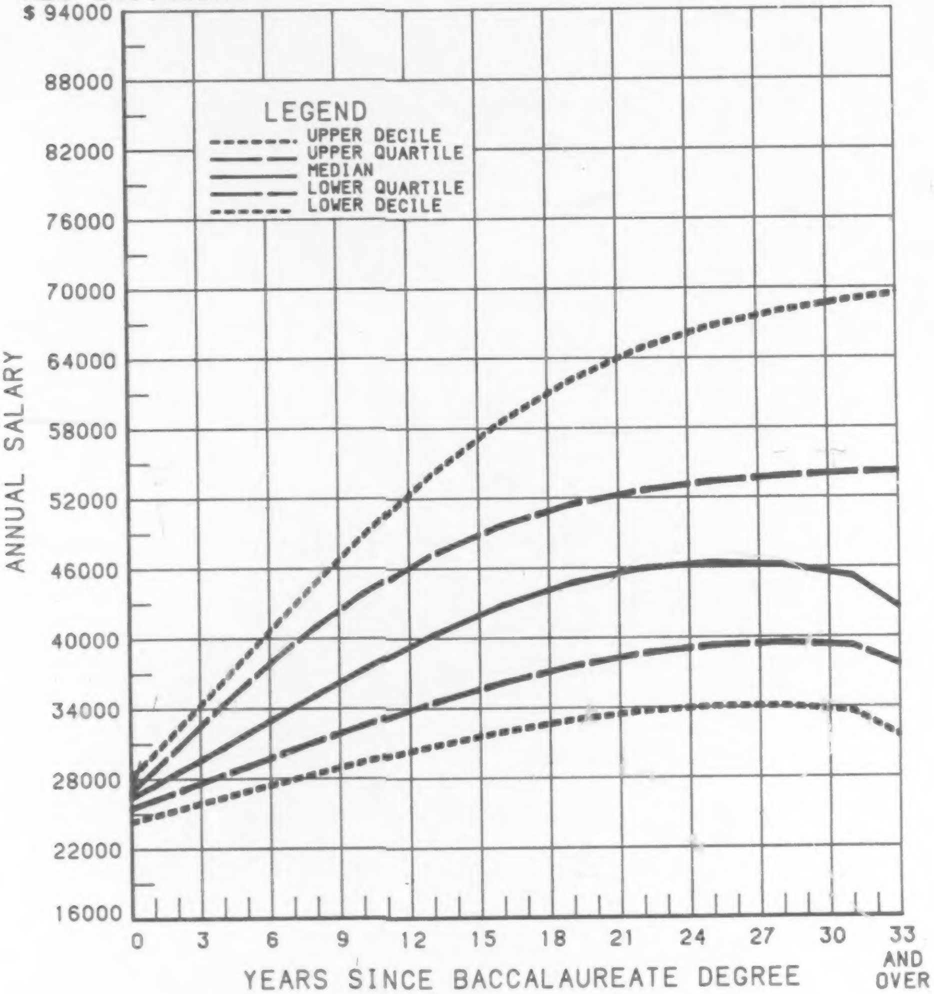


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29450	31050	32650	34150	35600	36950	38200	39350	40400
UPPER QUARTILE	29300	30100	30900	31700	32500	33250	34000	34700	35400
MEDIAN	27950	28500	29000	29550	30050	30600	31100	31600	32100
LOWER QUARTILE	25900	26300	26700	27100	27500	27900	28300	28700	29100
LOWER DECILE	25200	25450	25650	25850	26100	26300	26550	26750	27000
MEAN	27550	28250	28950	29650	30300	31000	31600	32250	32850
TOTAL NUMBER	18	15	17	21	37	17	21	9	16
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42200	44300	45750	46700	47300	47700	47900	48050	48100
UPPER QUARTILE	36700	38550	40100	41400	42500	43350	44050	44650	45150
MEDIAN	33050	34450	35700	36900	37900	38800	39600	40400	41100
LOWER QUARTILE	29900	31100	32200	33300	34300	35200	35950	36800	37550
LOWER DECILE	27450	28100	28800	29500	30150	30850	31550	32400	33900
MEAN	33950	35450	36750	37800	38650	39350	39850	40300	40700
TOTAL NUMBER	29	34	19	15	18	8	9	6	17
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 335

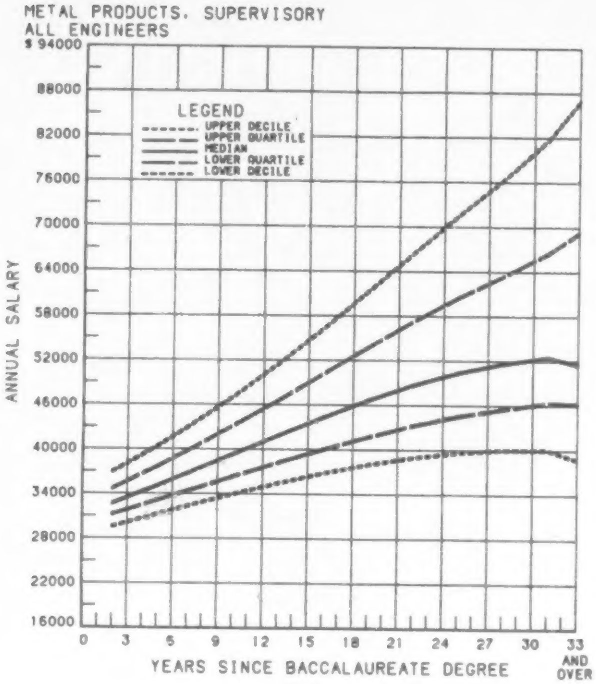
METAL PRODUCTS
ALL ENGINEERS

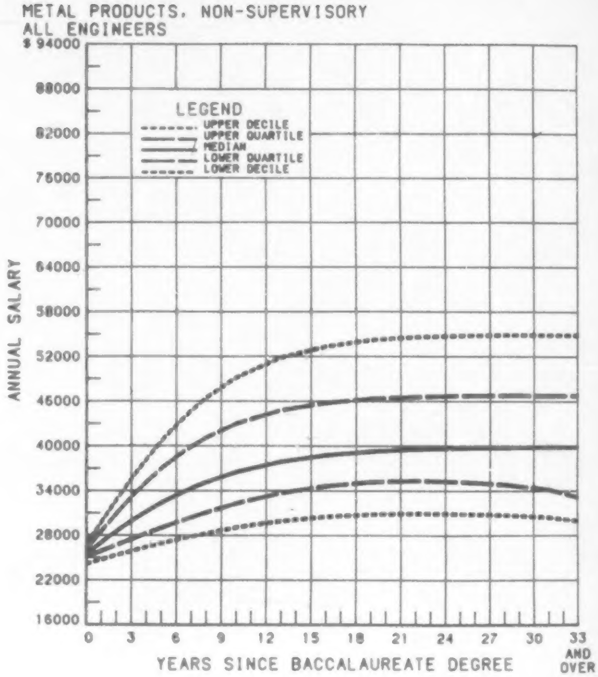


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28150	30150	32200	34250	36350	38500	40600	42700	44750
UPPER QUARTILE	26850	28750	30600	32500	34350	36100	37850	39450	41000
MEDIAN	26400	27450	28550	29600	30700	31850	32950	34050	35150
LOWER QUARTILE	25500	26200	26900	27650	28350	29050	29750	30500	31200
LOWER DECILE	24300	24850	25350	25900	26400	26950	27450	27950	28450
MEAN	26200	27550	28900	30250	31600	32850	34100	35350	36500
TOTAL NUMBER	111	82	64	54	65	84	63	71	60
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48700	54100	58600	62150	64850	66750	68050	69000	69500
UPPER QUARTILE	43800	47200	49700	51500	52650	53400	53850	54150	54250
MEDIAN	37300	40300	42850	44750	45950	46400	46200	45200	42550
LOWER QUARTILE	32550	34500	36200	37600	38650	39300	39550	39250	37650
LOWER DECILE	29450	30800	32000	33000	33700	34100	34150	33650	31550
MEAN	38650	41400	43650	45350	46650	47500	48100	48550	48800
TOTAL NUMBER	179	204	139	199	138	169	68	97	159
OVER $93000	0	0	0	0	0	0	0	4	4
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2015





METAL PRODUCTS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	36900	0	39200	40400	0	42950	0
UPPER QUARTILE	0	0	34650	0	36650	37650	0	39800	0
MEDIAN	0	0	32650	0	34250	35050	0	36750	0
LOWER QUARTILE	0	0	31200	0	32450	33100	0	34350	0
LOWER DECILE	0	0	29550	0	30700	31250	0	32350	0
MEAN	0	0	33000	0	34700	35550	0	37350	0
TOTAL NUMBER	4	0	6	4	9	7	4	6	2
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47050	51550	56300	61350	66500	71600	76400	81850	86850
UPPER QUARTILE	43150	46600	50200	53800	57300	60550	63450	66550	69250
MEDIAN	39300	41850	44300	46650	48700	50400	51650	52500	51500
LOWER QUARTILE	36300	38200	40000	41700	43250	44550	45550	46350	46200
LOWER DECILE	33950	35450	36800	38000	38950	39650	40050	40050	38750
MEAN	40150	43000	45850	48650	51250	53600	55500	57200	57500
TOTAL NUMBER	48	67	45	83	68	86	27	59	77
OVER $93000	0	0	0	0	0	0	0	4	4
UNDER $18000	0	0	0	0	0	0	0	0	0

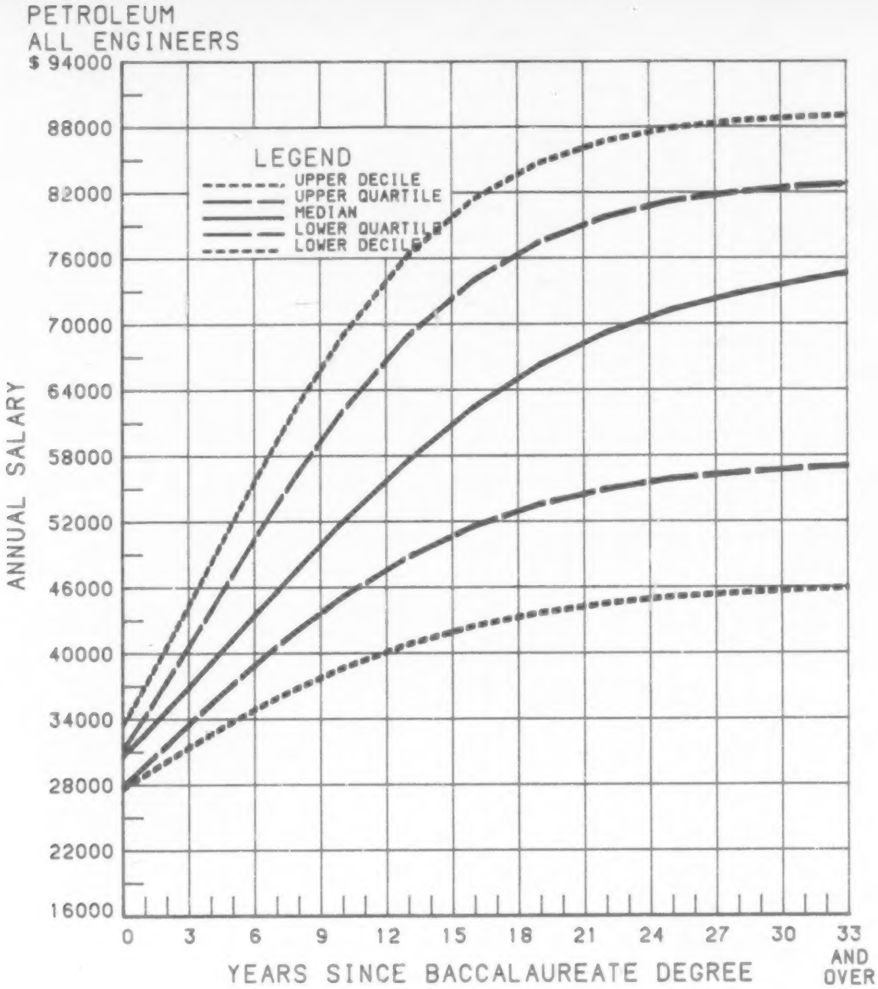
ENGINEERS COVERED - 610

METAL PRODUCTS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26800	29800	32750	35550	38200	40650	42800	44750	46450
UPPER QUARTILE	26000	28550	30900	33150	35150	37000	38550	39950	41150
MEDIAN	25450	27050	28550	29950	31200	32400	33400	34350	35150
LOWER QUARTILE	25100	25900	26700	27500	28300	29050	29750	30450	31100
LOWER DECILE	24150	24750	25350	25900	26450	26950	27450	27900	28300
MEAN	25300	27200	29000	30650	32150	33500	34750	35800	36750
TOTAL NUMBER	107	82	58	50	56	77	58	64	57
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49150	51850	53350	54200	54600	54800	54900	54900	54900
UPPER QUARTILE	43000	44800	45800	46350	46600	46750	46800	46800	46800
MEDIAN	36500	37900	38800	39300	39600	39750	39850	39900	39900
LOWER QUARTILE	32300	33700	34650	35200	35350	35200	34850	34200	33150
LOWER DECILE	29100	29950	30550	30850	30950	30900	30750	30450	29950
MEAN	38250	39750	40650	41200	41450	41600	41700	41700	41700
TOTAL NUMBER	131	136	94	115	70	82	41	39	82
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

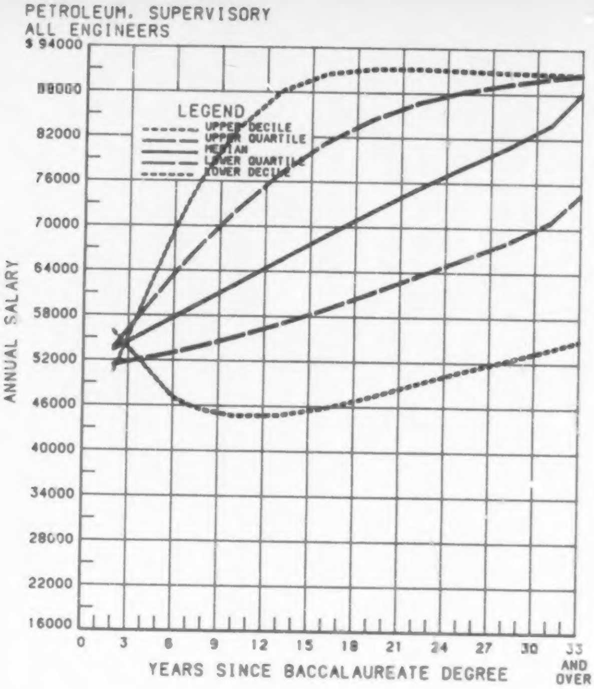
ENGINEERS COVERED - 1405

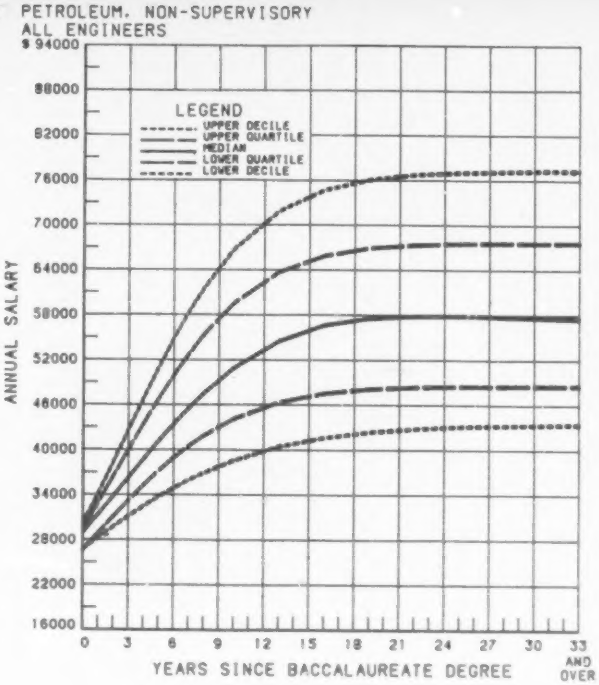


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33450	36950	40600	44350	48150	51900	55650	59250	62700
UPPER QUARTILE	31200	34200	37400	40600	43850	47150	50350	53500	56500
MEDIAN	30600	32600	34750	36850	39050	41250	43450	45600	47750
LOWER QUARTILE	27850	29750	31600	33500	35350	37150	38900	40600	42200
LOWER DECILE	27600	28900	30150	31400	32600	33750	34850	35900	36850
MEAN	30050	32450	34900	37400	39850	42350	44750	47150	49400
TOTAL NUMBER	5	20	65	124	116	101	109	76	122
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	68900	76300	81450	84750	86750	87900	88550	88950	89100
UPPER QUARTILE	62050	68950	74000	77500	79800	81250	82050	82600	82800
MEDIAN	51950	57600	62450	66300	69200	71300	72800	73950	74650
LOWER QUARTILE	45150	48800	51600	53600	54950	55900	56450	56850	57050
LOWER DECILE	38650	40850	42500	43700	44550	45150	45500	45800	45950
MEAN	53650	59050	63200	66200	68300	69650	70500	71050	71350
TOTAL NUMBER	238	243	184	61	52	49	42	54	196
OVER $93000	5	0	11	5	1	1	12	12	75
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1867





PETROLEUM, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	50450	0	0	0	69400	73450	77050
UPPER QUARTILE	0	0	53700	0	0	0	63500	65800	67950
MEDIAN	0	0	53400	0	0	0	57750	58950	59950
LOWER QUARTILE	0	0	51400	0	0	0	53050	53550	58050
LOWER DECILE	0	0	55900	0	0	0	47050	45100	45400
MEAN	0	0	52800	0	0	0	57850	59100	60300
TOTAL NUMBER	0	0	11	0	0	0	5	11	22
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	82850	88150	90500	91200	91250	91050	90850	90700	90600
UPPER QUARTILE	72000	77200	81300	84400	86650	88250	89300	90150	90600
MEDIAN	62150	65500	68800	72000	75100	78000	80750	83950	88750
LOWER QUARTILE	55150	56950	58950	61150	63400	65700	68000	70900	74600
LOWER DECILE	44700	44800	45800	47300	49050	50750	52300	53850	55000
MEAN	62700	66050	69150	71950	74350	76450	78150	79900	91550
TOTAL NUMBER	39	67	68	23	18	12	24	29	185
OVER $93000	5	0	11	5	0	0	11	12	68
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 482

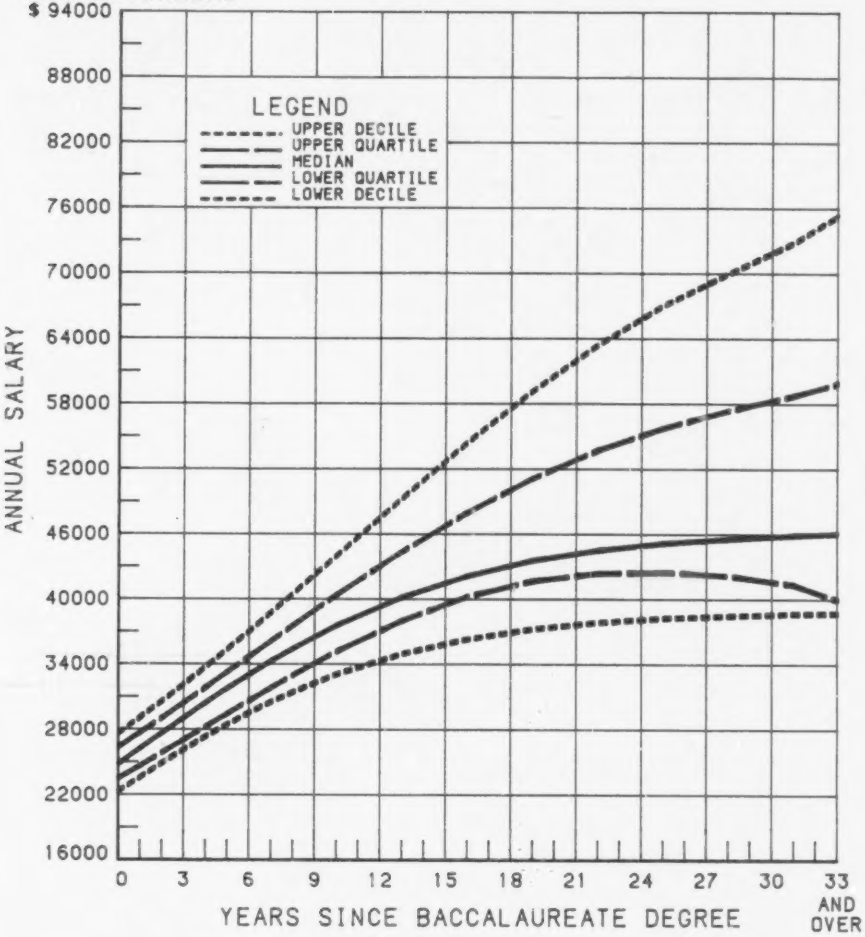
PETROLEUM, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30100	34150	38350	42600	46850	50950	54850	58400	61550
UPPER QUARTILE	29500	32900	36450	40000	43450	46800	49950	52800	55400
MEDIAN	28900	31350	33800	36300	38750	41150	43400	45550	47550
LOWER QUARTILE	26600	28850	31100	33250	35300	37200	38950	40500	41900
LOWER DECILE	26700	28250	29700	31150	32500	33750	34900	36000	36950
MEAN	28450	31200	33950	36700	39400	42000	44400	46650	48650
TOTAL NUMBER	5	20	53	124	116	101	103	65	100
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	66800	71900	74700	76100	76750	77050	77200	77300	77300
UPPER QUARTILE	59600	63750	65900	66950	67350	67550	67600	57600	67650
MEDIAN	50950	54550	56650	57600	57900	57900	57750	57600	57500
LOWER QUARTILE	44150	46350	47550	48150	48400	48500	48550	48550	48550
LOWER DECILE	38600	40450	41650	42400	42850	43150	43300	43400	43450
MEAN	52050	55550	57600	58700	59250	59500	50650	59700	59750
TOTAL NUMBER	199	176	116	37	38	37	19	28	47
OVER $93000	0	0	0	0	0	0	0	0	7
UNDER $18000	0	0	0	0	0	0	0	0	3

ENGINEERS COVERED - 1384

SHIPBUILDING
ALL ENGINEERS

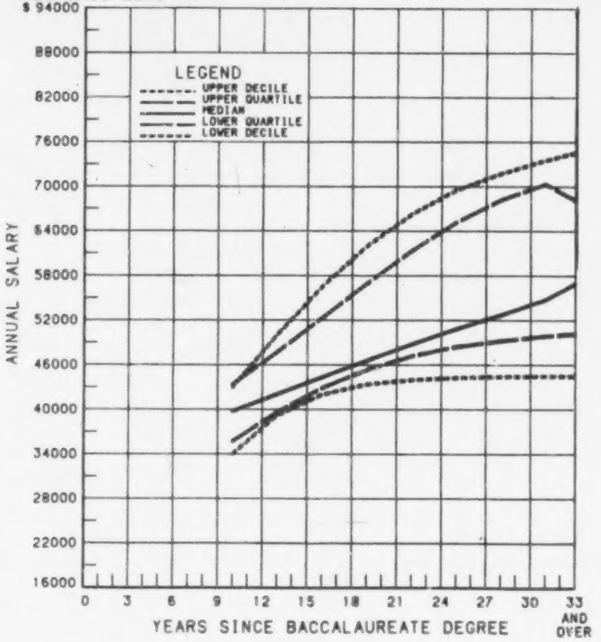


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27600	29100	30600	32150	33750	35400	37050	38800	40500
UPPER QUARTILE	25350	27700	29050	30450	31850	33300	34700	36150	37600
MEDIAN	24800	26250	27650	29050	30450	31800	33050	34300	35450
LOWER QUARTILE	23500	24650	25850	27050	28250	29450	30650	31850	33000
LOWER DECILE	22300	23600	24900	25150	27350	28450	29550	30550	31450
MEAN	24850	26250	27600	29000	30400	31800	33150	34450	35750
TOTAL NUMBER	69	87	22	40	36	49	42	22	68
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

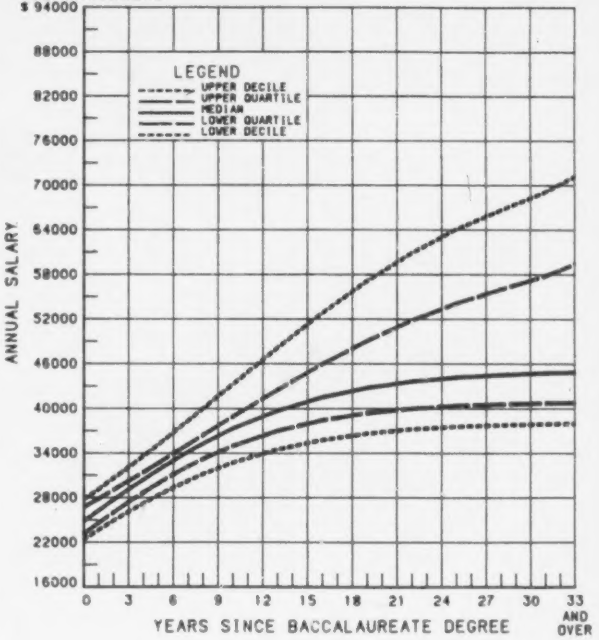
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44000	49300	54450	59200	63450	67050	70000	72850	75300
UPPER QUARTILE	40400	44400	48000	51150	53750	55800	57400	58800	59900
MEDIAN	37600	40200	42150	43600	44550	45200	45600	45950	45100
LOWER QUARTILE	35200	38050	40250	41700	42400	42500	42150	41350	39950
LOWER DECILE	33100	35000	36350	37300	37900	38300	38500	38700	38750
MEAN	38200	41500	44200	46350	48000	49200	50050	50750	51150
TOTAL NUMBER	227	178	130	97	159	115	93	77	122
OVER $93000	0	0	0	0	0	0	15	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1639

SHIPBUILDING. SUPERVISORY
ALL ENGINEERS



SHIPBUILDING. NON-SUPERVISORY
ALL ENGINEERS



SHIPBUILDING, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	1	1	1	0	1	1	1	1
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43000	50100	56550	62000	66300	69550	71750	73550	74400
UPPER QUARTILE	43350	47750	52350	56950	61350	65200	68200	70350	68150
MEDIAN	39750	42050	44350	46600	48800	50850	52750	54800	56950
LOWER QUARTILE	35700	39650	42900	45350	47200	48450	49250	49900	50200
LOWER DECILE	34000	39200	42000	43400	44000	44300	44450	44500	44500
MEAN	40150	43750	47400	51000	54400	57300	59600	61250	59850
TOTAL NUMBER	54	37	41	24	38	9	39	6	10
OVER $93000	0	0	0	0	0	0	15	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 273

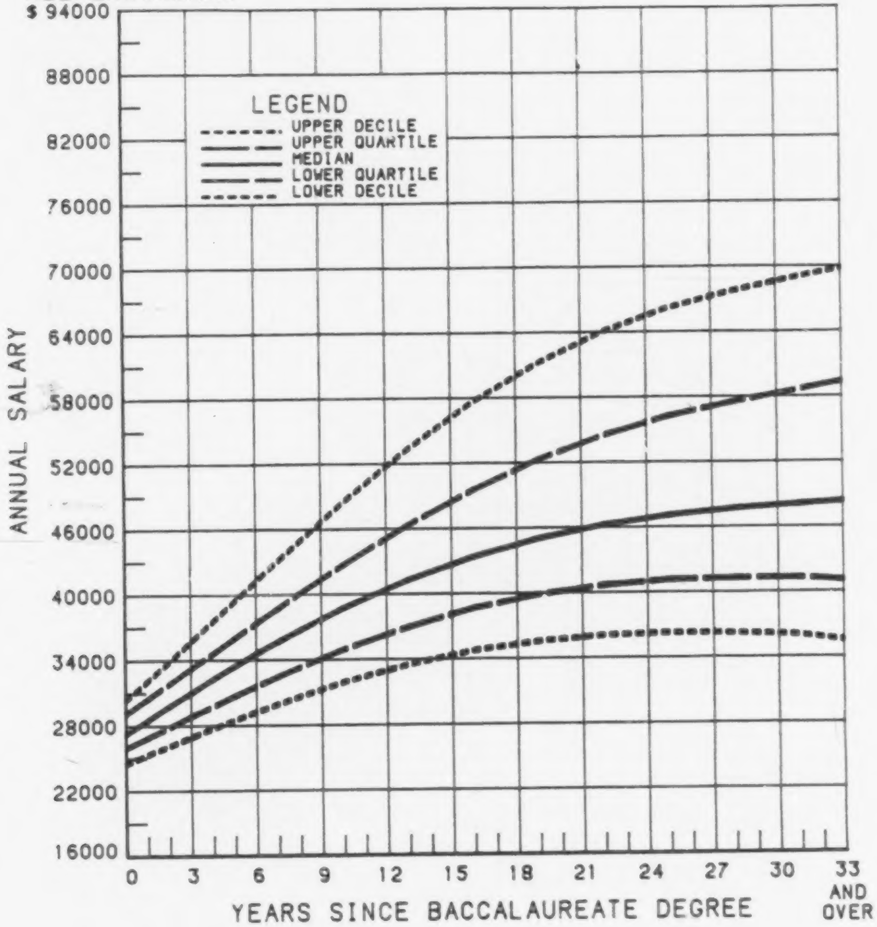
SHIPBUILDING, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27750	29150	30650	32100	33650	35200	36800	38400	40050
UPPER QUARTILE	26700	27850	29050	30250	31450	32700	33950	35200	36450
MEDIAN	24800	26250	27700	29100	30450	31750	33000	34200	35300
LOWER QUARTILE	23100	24600	26000	27400	28700	29950	31150	32250	33250
LOWER DECILE	22350	23650	24900	26100	27250	28350	29350	30300	31200
MEAN	24950	26300	27650	29000	30300	31650	32950	34200	35400
TOTAL NUMBER	68	86	21	38	36	47	41	21	66
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43300	48200	52850	57150	60900	64100	66650	69100	71200
UPPER QUARTILE	38950	42550	46000	49100	51850	54150	56000	57800	59400
MEDIAN	37350	39750	41550	42800	43650	44200	44550	44800	44900
LOWER QUARTILE	35000	37050	38450	39400	40000	40400	40600	40750	40800
LOWER DECILE	32750	34550	35800	36650	37250	37600	37800	37950	38000
MEAN	37700	40700	43150	45050	46500	47550	48250	48800	49100
TOTAL NUMBER	173	140	88	73	120	105	54	70	111
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1366

MISCELLANEOUS MANUFACTURING
ALL ENGINEERS

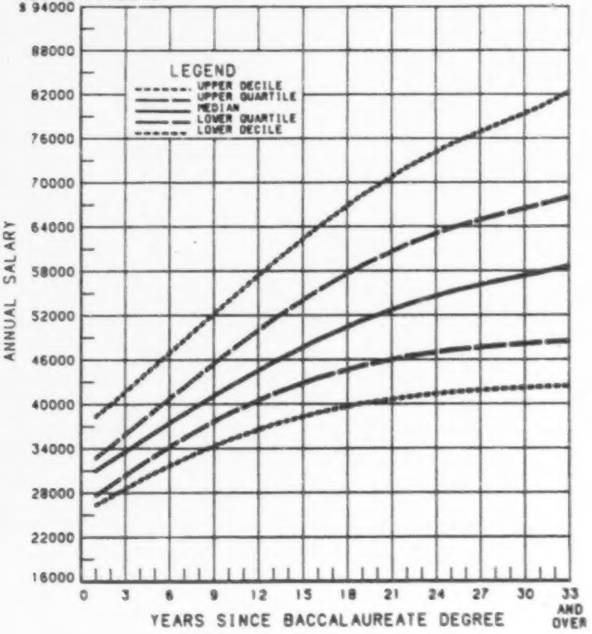


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30350	32100	33900	35700	37550	39400	41250	43100	44900
UPPER QUARTILE	29100	30450	31850	33250	34600	36000	37400	38750	40100
MEDIAN	27250	28500	29800	31000	32250	33450	34600	35700	36750
LOWER QUARTILE	25950	26900	27850	28850	29750	30700	31600	32500	33350
LOWER DECILE	24500	25350	26150	26950	27750	28500	29250	29950	30650
MEAN	27300	28600	29950	31250	32550	33800	35050	36250	37400
TOTAL NUMBER	105	107	89	100	104	125	93	93	122
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

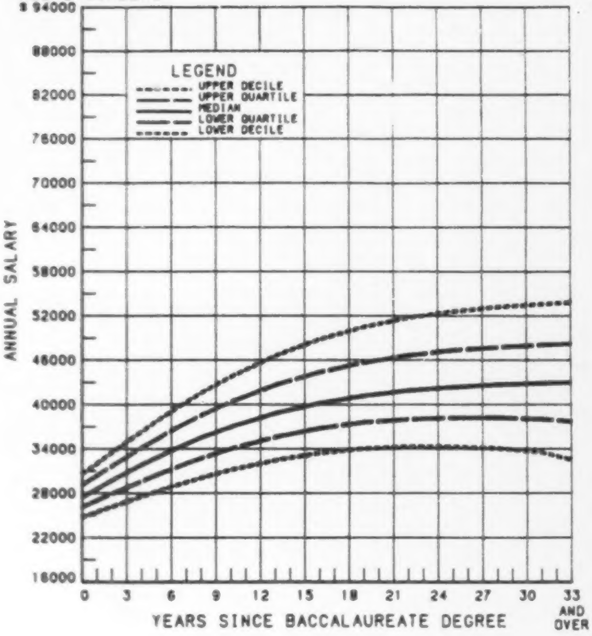
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48450	53350	57650	61200	64050	66200	67750	69050	69850
UPPER QUARTILE	42700	46350	49550	52300	54500	56250	57550	58650	59400
MEDIAN	38750	41300	43400	45050	46250	47100	47700	48100	48350
LOWER QUARTILE	34950	37000	38700	39900	40700	41150	41300	41300	41050
LOWER DECILE	31950	33550	34800	35600	36100	36300	36250	36050	35550
MEAN	39650	42600	45050	47050	48550	49650	50450	51100	51450
TOTAL NUMBER	286	308	238	199	203	223	171	172	373
OVER $93000	0	0	0	0	2	0	2	5	10
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3119

MISCELLANEOUS MANUFACTURING. SUPERVISORY
ALL ENGINEERS



MISCELLANEOUS MANUFACTURING. NON-SUPERVISORY
ALL ENGINEERS



OTHER MANUFACTURING, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	38300	39950	41650	43400	45150	46900	48650	50450
UPPER QUARTILE	0	32700	34250	35850	37450	39100	40700	42300	43900
MEDIAN	0	31000	32300	33550	34850	35100	37400	38650	39900
LOWER QUARTILE	0	27650	29000	30350	31700	32950	34200	35400	36550
LOWER DECILE	0	26300	27450	28550	29650	30700	31650	32600	33500
MEAN	0	31150	32600	34000	35400	36850	38250	39650	41000
TOTAL NUMBER	2	12	7	12	10	20	35	20	26
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53950	59100	63900	68250	72000	75200	77750	80250	82350
UPPER QUARTILE	47000	51450	55350	58750	61550	63800	65450	66950	68000
MEDIAN	42300	45650	48700	51300	53450	55200	56550	57750	58650
LOWER QUARTILE	38700	41400	43550	45200	46450	47300	47850	48300	48500
LOWER DECILE	35150	37250	38850	40100	40950	41600	42000	42300	42450
MEAN	43600	47200	50350	53000	55150	56800	58000	59100	59800
TOTAL NUMBER	79	142	115	91	101	110	89	85	168
OVER $93000	0	0	0	0	2	0	2	5	10
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1134

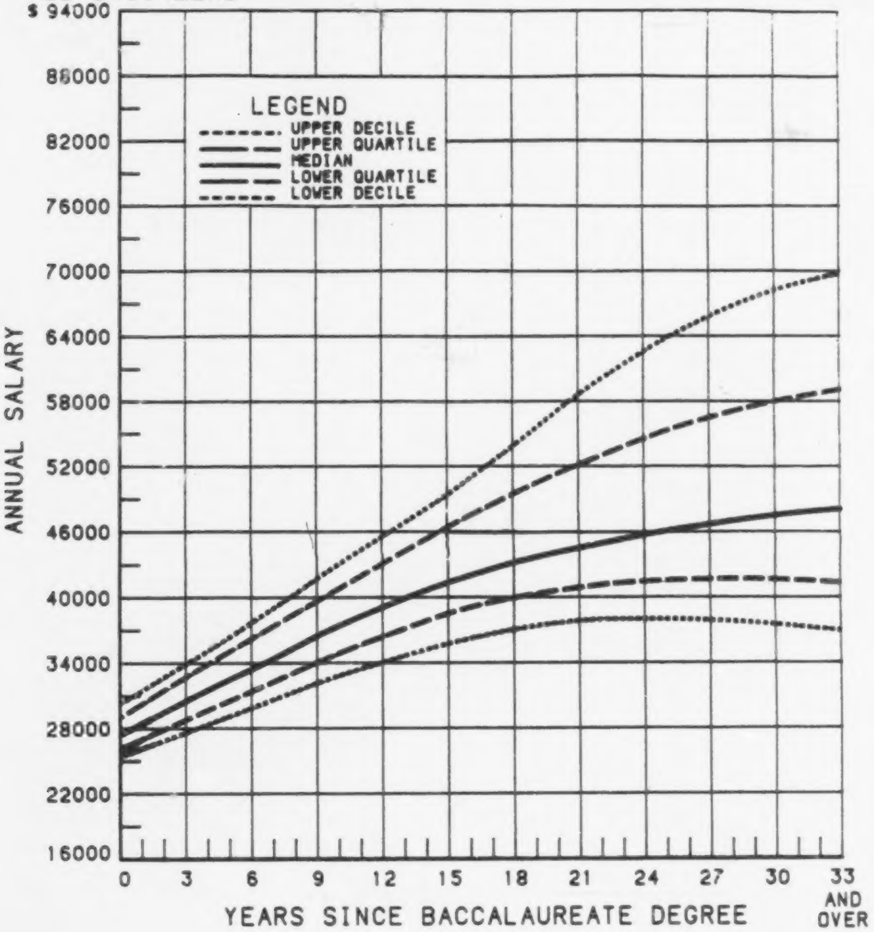
OTHER MANUFACTURING, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30550	32000	33500	34950	36350	37750	39050	40350	41550
UPPER QUARTILE	29050	30350	31650	32900	34150	35300	36450	37500	38500
MEDIAN	27400	28550	29700	30800	31850	32800	33750	34650	35500
LOWER QUARTILE	26100	27000	27900	28750	29600	30450	31200	32000	32700
LOWER DECILE	24700	25450	26150	26850	27550	28200	28850	29450	30050
MEAN	27300	28550	29750	30900	32000	33000	34000	34950	35800
TOTAL NUMBER	103	94	81	87	94	105	57	73	96
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43750	46600	48850	50500	51750	52600	53200	53600	53850
UPPER QUARTILE	40350	42650	44400	45700	46650	47350	47750	48100	48250
MEDIAN	36950	38800	40200	41200	41900	42350	42700	42900	43000
LOWER QUARTILE	34000	35600	36800	37600	38000	38200	38200	38000	37700
LOWER DECILE	31150	32450	33450	34050	34300	34250	34050	33500	32500
MEAN	37350	39250	40700	41750	42450	42950	43250	43450	43550
TOTAL NUMBER	207	165	122	107	101	112	82	86	204
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1985

OTHER MANUFACTURING
ALL ENGINEERS

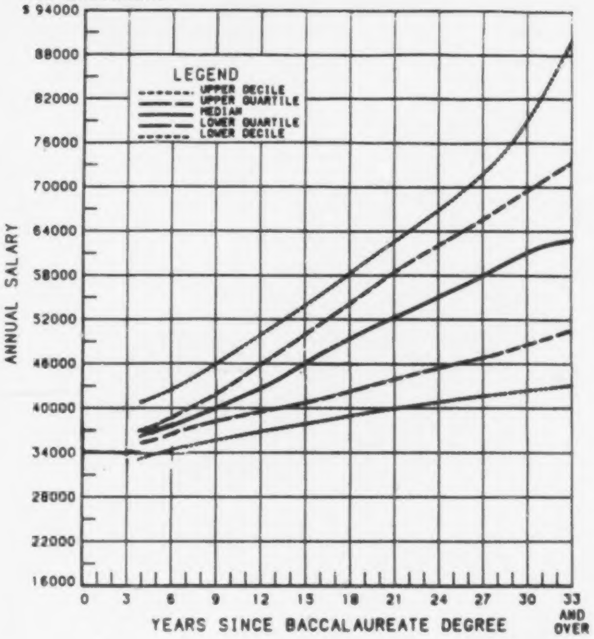


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30300	31500	32700	33900	35200	36500	37800	39150	40550
UPPER QUARTILE	29150	30200	31300	32400	33500	34650	35800	36950	38100
MEDIAN	27900	28850	29800	30750	31700	32650	33550	34500	35400
LOWER QUARTILE	26150	27000	27850	28700	29550	30400	31200	32050	32850
LOWER DECILE	25100	25800	26550	27300	28050	28800	29500	30250	30950
MEAN	27700	28700	29700	30700	31700	32700	33700	34700	35700
TOTAL NUMBER	95	104	48	106	75	77	74	94	77
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

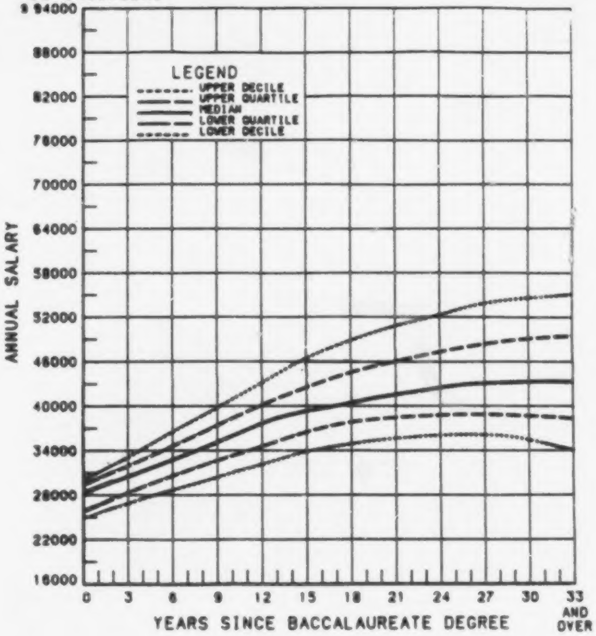
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43350	47700	52050	56200	60050	63500	66350	69200	71750
UPPER QUARTILE	40450	43850	47150	50100	52750	54900	56650	58250	59550
MEDIAN	37150	39550	41700	43450	44900	46000	46800	47500	48050
LOWER QUARTILE	34350	36400	38100	39450	40350	40900	41100	41000	40400
LOWER DECILE	32300	34150	35650	36800	37450	37600	37300	36350	33800
MEAN	37700	40500	43050	45250	47100	48600	49700	50700	51550
TOTAL NUMBER	169	262	192	160	163	184	117	175	263
OVER $93000	0	0	0	0	0	0	0	0	12
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2441

OTHER MANUFACTURING. SUPERVISORY
ALL ENGINEERS



OTHER MANUFACTURING. NON-SUPERVISORY
ALL ENGINEERS



OTHER MANUFACTURING, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	40600	0	42650	43700	44800
UPPER QUARTILE	0	0	0	0	36600	0	38700	39800	40950
MEDIAN	0	0	0	0	34950	0	36800	37750	38750
LOWER QUARTILE	0	0	0	0	35250	0	36200	36700	37200
LOWER DECILE	0	0	0	0	33700	0	34450	34800	35200
MEAN	0	0	0	0	36250	0	37900	38700	39550
TOTAL NUMBER	0	0	0	0	6	0	19	12	13
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47050	50700	54700	59050	63750	68800	74200	81800	95800
UPPER QUARTILE	43300	47000	50900	54900	58950	62850	66500	70500	74150
MEDIAN	40750	43900	47100	50350	53450	56300	58800	61300	62700
LOWER QUARTILE	38200	39750	41300	42850	44450	46050	47600	49650	52950
LOWER DECILE	35950	37050	38150	39200	40200	41150	42000	43050	44600
MEAN	41300	44000	46800	49600	52450	55250	57850	61050	65000
TOTAL NUMBER	36	125	82	64	79	63	50	61	98
OVER $93000	0	0	0	0	0	0	0	0	12
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 714

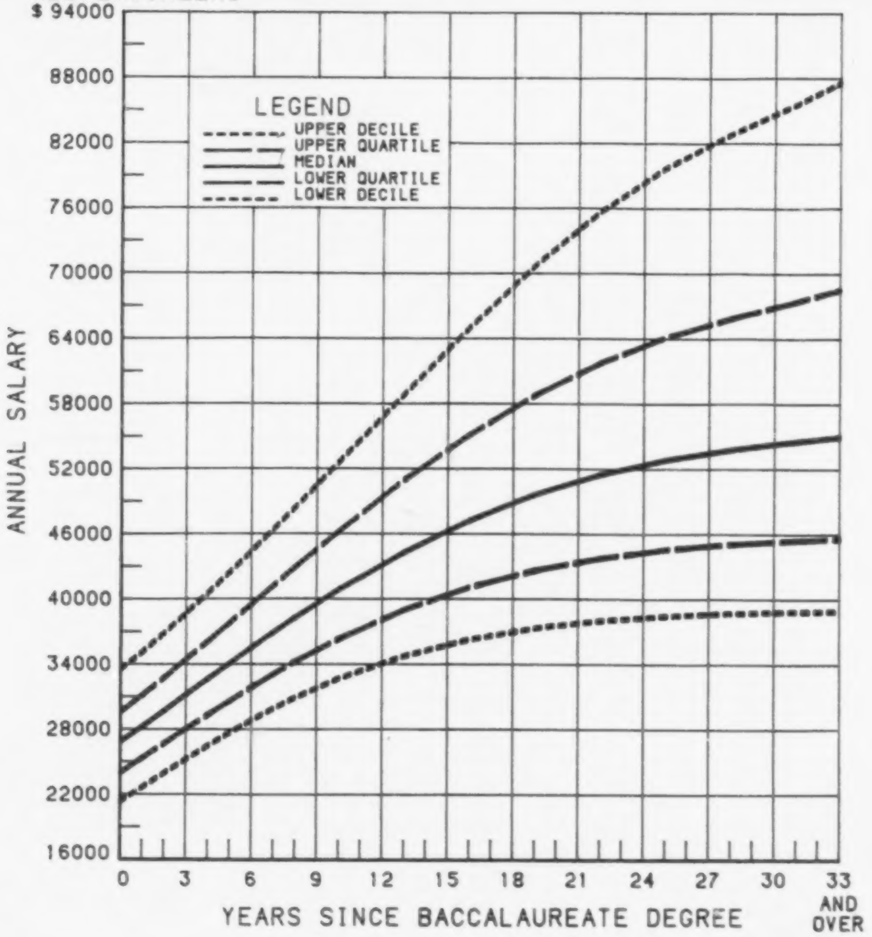
OTHER MANUFACTURING, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30400	31450	32500	33550	34650	35700	36800	37850	38950
UPPER QUARTILE	29350	30250	31200	32150	33100	34000	34950	35850	36750
MEDIAN	28150	28950	29750	30550	31350	32100	32900	33650	34400
LOWER QUARTILE	26200	27000	27800	28600	29400	30200	30950	31700	32400
LOWER DECILE	25250	25900	26550	27200	27850	28500	29150	29750	30400
MEAN	27850	28700	29600	30450	31300	32200	33050	33850	34700
TOTAL NUMBER	95	104	48	106	68	77	55	82	63
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41050	44050	46750	49150	51150	52750	53950	54950	55750
UPPER QUARTILE	38500	40950	43150	45000	46500	47700	48600	49400	50050
MEDIAN	35850	37900	39650	41100	42250	43050	43550	43800	43550
LOWER QUARTILE	33800	35600	37050	38100	38700	38950	38900	38450	37300
LOWER DECILE	31550	33150	34450	35400	35950	36050	35700	34700	31850
MEAN	36300	38450	40300	41800	42950	43700	44150	44350	44100
TOTAL NUMBER	132	136	109	95	84	120	66	113	164
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1727

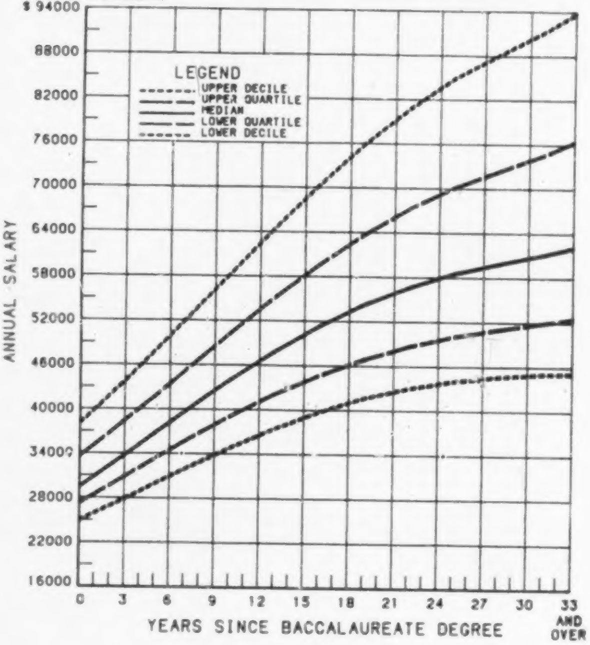
NON-MANUFACTURING INDUSTRIES
ALL ENGINEERS

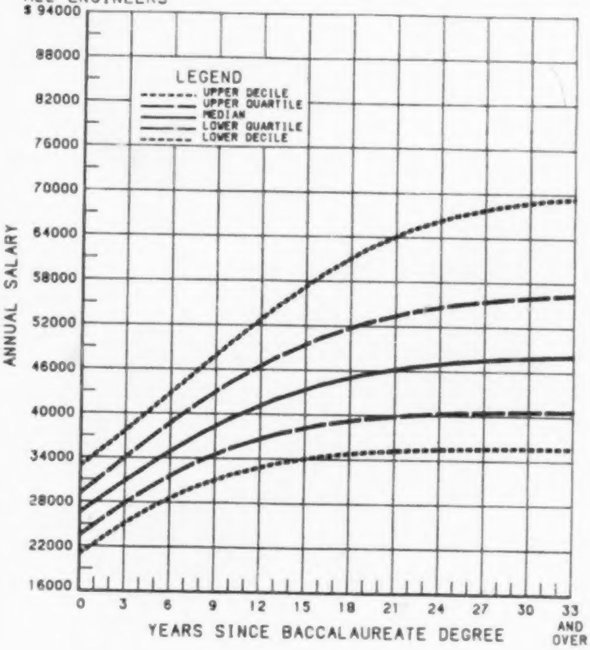


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33500	35150	36900	38700	40550	42450	44400	46400	48400
UPPER QUARTILE	29550	31150	32750	34450	36100	37800	39500	41200	42900
MEDIAN	26850	28250	29700	31200	32650	34050	35500	36900	38250
LOWER QUARTILE	23950	25350	26700	28050	29350	30600	31850	33050	34200
LOWER DECILE	21300	22650	23950	25250	26500	27700	28850	29900	30900
MEAN	27200	28650	30150	31650	33150	34650	36150	37600	39050
TOTAL NUMBER	527	606	744	825	869	944	905	898	749
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	9	2	10	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52600	58900	65050	70750	75700	79750	82850	85600	87650
UPPER QUARTILE	46200	50950	55150	58800	61800	64150	65900	67450	68550
MEDIAN	40850	44300	47250	49650	51500	52850	53800	54550	55000
LOWER QUARTILE	36300	39000	41100	42650	43800	44600	45100	45450	45600
LOWER DECILE	32650	34750	36300	37350	38050	38500	38750	38900	38950
MEAN	41900	45750	49100	51900	54100	55800	57000	58000	58650
TOTAL NUMBER	2660	2739	2058	1913	1565	1417	1215	1117	2361
OVER $93000	0	3	1	49	40	30	68	81	201
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 24119


NON-MANUFACTURING INDUSTRIES, SUPERVISORY
ALL ENGINEERS


NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY
ALL ENGINEERS

NON-MANUFACTURING INDUSTRIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38100	39950	41850	43800	45800	47850	49900	52000	54100
UPPER QUARTILE	33650	35200	35800	38450	40100	41750	43450	45150	46850
MEDIAN	29450	30900	32350	33800	35250	36750	38200	39700	41150
LOWER QUARTILE	27250	28450	29650	30900	32100	33300	34500	35700	36950
LOWER DECILE	24950	25950	26900	27900	28900	29950	30950	31950	32900
MEAN	30650	32150	33650	35150	36650	38150	39700	41200	42700
TOTAL NUMBER	39	53	72	68	123	193	204	223	194
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58300	64550	70500	76000	80850	84950	88250	91350	93750
UPPER QUARTILE	50250	55150	59700	63750	67250	70150	72400	74600	76400
MEDIAN	43950	47850	51350	54300	56650	58550	59900	61150	62100
LOWER QUARTILE	39050	42100	44700	46900	48700	50050	51050	51950	52500
LOWER DECILE	34800	37450	39750	41650	43050	44050	44700	45100	45150
MEAN	45650	49750	53450	56650	59250	61350	62950	64350	65450
TOTAL NUMBER	782	1152	964	932	842	710	668	681	1256
OVER $93000	0	3	1	49	40	30	67	80	152
UNDER $18000	0	0	0	0	0	0	0	0	0

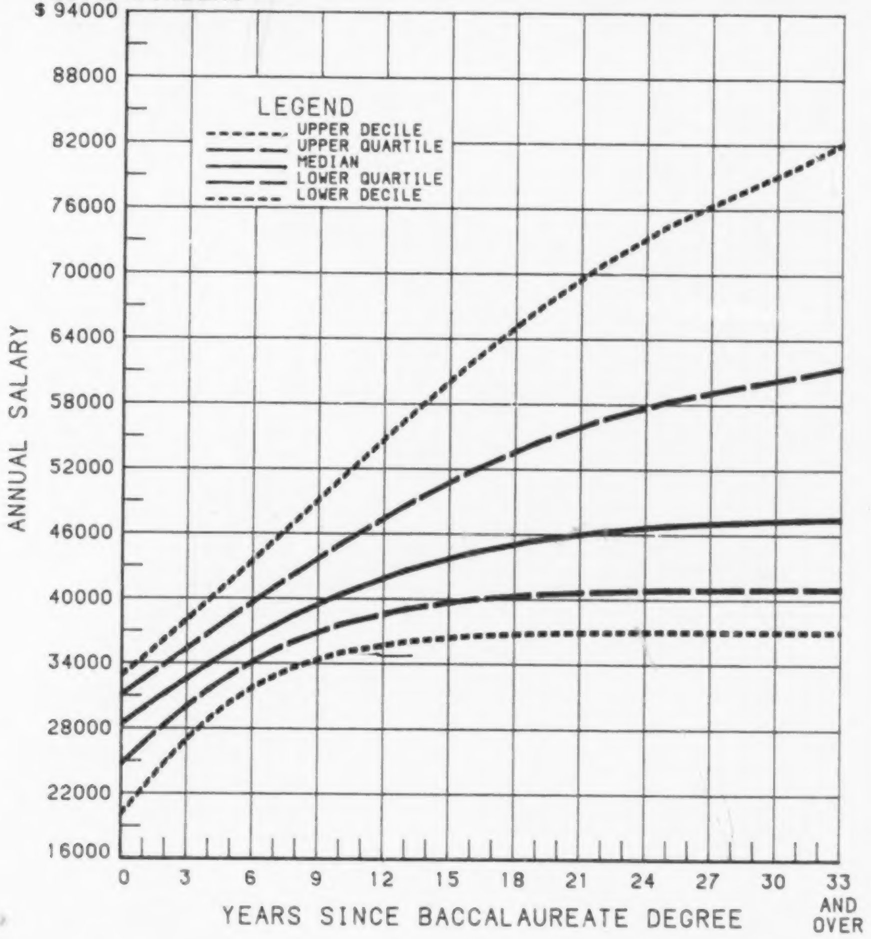
ENGINEERS COVERED - 9166

NON-MANUFACTURING INDUSTRIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32850	34450	36050	37700	39400	41100	42800	44500	46250
UPPER QUARTILE	29100	30750	32400	34050	35650	37200	38750	40200	41650
MEDIAN	26550	28000	29450	30900	32250	33600	34900	36100	37300
LOWER QUARTILE	23450	24950	26450	27850	29200	30450	31600	32700	33700
LOWER DECILE	20950	22400	23800	25150	26400	27550	28600	29550	30400
MEAN	26850	28300	29750	31200	32600	33950	35300	36550	37800
TOTAL NUMBER	487	552	672	756	746	750	700	674	554
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	9	2	4	0	2	2	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49650	54450	58750	62300	65050	67000	68250	69100	69350
UPPER QUARTILE	44300	47650	50400	52450	53950	55000	55650	56150	56400
MEDIAN	39400	42050	44050	45550	46550	47250	47700	48000	48150
LOWER QUARTILE	35400	37300	38650	39500	40050	40400	40550	40650	40700
LOWER DECILE	31800	33350	34400	35000	35350	35550	35650	35700	35700
MEAN	40050	43000	45300	47100	48350	49250	49800	50250	50450
TOTAL NUMBER	1878	1587	1094	980	722	706	546	435	1105
OVER $93000	0	0	0	0	0	0	0	0	39
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 14952

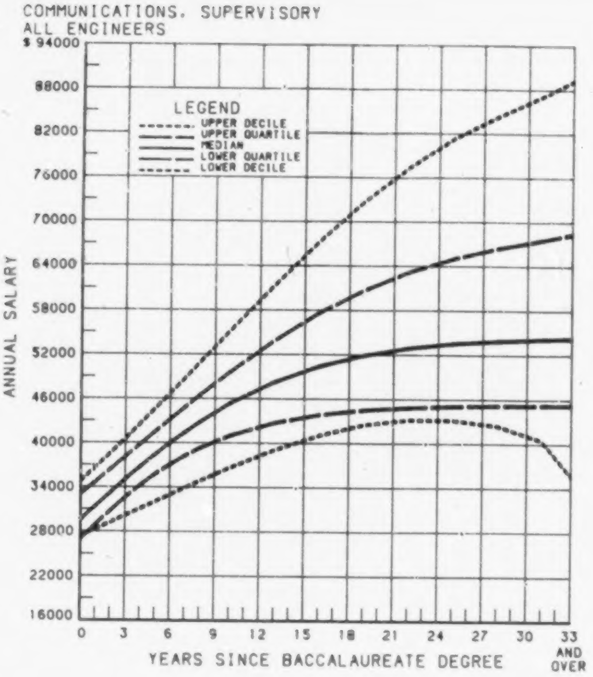
COMMUNICATIONS
ALL ENGINEERS

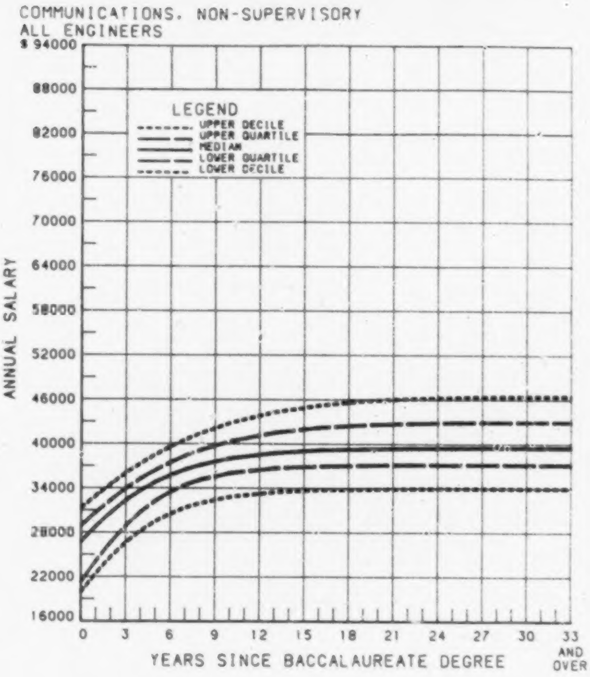


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32900	34550	36300	38050	39850	41650	43500	45400	47250
UPPER QUARTILE	31100	32550	33950	35400	36800	38250	39650	41050	42400
MEDIAN	28400	29850	31250	32600	33950	35200	36400	37500	38550
LOWER QUARTILE	24700	26600	28400	30050	31600	32950	34150	35250	36150
LOWER DECILE	20050	22500	24850	27000	28850	30450	31800	32850	33750
MEAN	28200	29700	31150	32600	34050	35450	36850	38150	39450
TOTAL NUMBER	53	44	61	39	104	127	109	77	87
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	2	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51050	56600	61900	66700	70950	74500	77300	80000	82100
UPPER QUARTILE	45050	48650	51850	54500	56650	58300	59550	60650	61450
MEDIAN	40400	42650	44300	45500	46300	46850	47150	47400	47500
LOWER QUARTILE	37650	39100	40000	40500	40750	40900	40950	41000	41000
LOWER DECILE	35050	36100	36650	36900	37000	37050	37050	37050	37050
MEAN	41850	44950	47500	49500	51000	52050	52750	53300	53600
TOTAL NUMBER	221	378	206	183	146	125	125	80	105
OVER $93000	0	0	0	4	9	8	12	4	15
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2277





COMMUNICATIONS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34800	36700	38600	40550	42600	44650	46700	48800	50950
UPPER QUARTILE	33050	34700	36400	38100	39800	41500	43200	44850	46500
MEDIAN	29550	31450	33250	35050	36750	38400	40000	41450	42850
LOWER QUARTILE	26950	28950	30850	32600	34250	35750	37050	38250	39300
LOWER DECILE	27450	28350	29250	30200	31100	32050	33000	33950	34850
MEAN	30250	31950	33650	35350	37000	38650	40250	41800	43300
TOTAL NUMBER	12	10	23	8	33	53	57	38	40
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55200	61450	67400	72800	77450	81350	84400	87200	89250
UPPER QUARTILE	49600	53950	57700	60750	63200	65050	66450	67600	68400
MEDIAN	45350	48300	50450	51950	52950	53600	53950	54200	54300
LOWER QUARTILE	41000	42800	43900	44550	44900	45100	45200	45250	45250
LOWER DECILE	36650	39100	41100	42550	43250	43200	42450	40500	35700
MEAN	46050	49650	52550	54750	56400	57550	58300	58850	59150
TOTAL NUMBER	98	197	108	108	109	88	88	61	76
OVER $93000	0	0	0	4	9	8	12	4	15
UNDER $18000	0	0	0	0	0	0	0	0	0

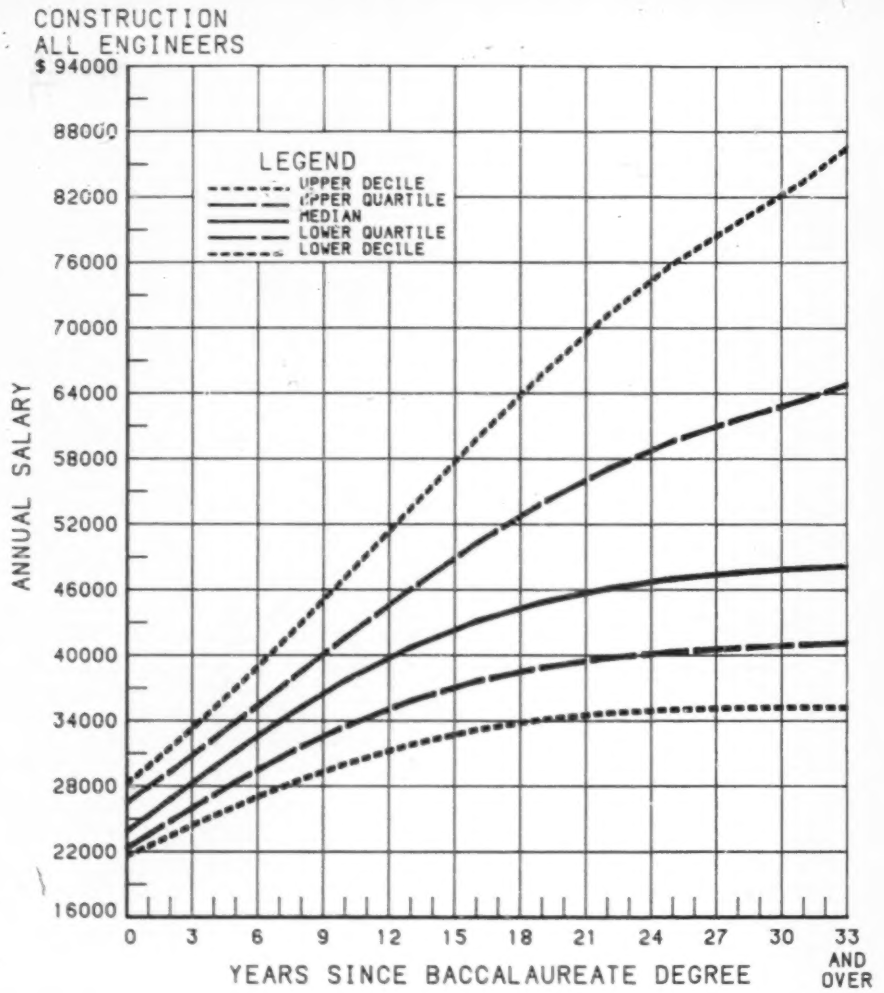
ENGINEERS COVERED - 1216

COMMUNICATIONS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31300	33000	34550	36050	37350	38550	39650	40600	41450
UPPER QUARTILE	28900	30750	32400	33950	35300	36450	37500	38400	39150
MEDIAN	26700	28850	30700	32350	33700	34850	35750	36550	37150
LOWER QUARTILE	21250	24100	26650	28900	30800	32300	33500	34450	35150
LOWER DECILE	19900	22450	24700	26600	28250	29550	30550	31400	32000
MEAN	25850	28100	30150	31900	33400	34650	35650	36500	37150
TOTAL NUMBER	41	33	38	30	70	73	51	38	47
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	2	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42850	44350	45250	45850	46150	46350	46450	46500	46500
UPPER QUARTILE	40350	41550	42250	42600	42800	42950	42950	43000	43000
MEDIAN	38050	38800	39200	39350	39450	39500	39500	39500	39500
LOWER QUARTILE	36050	36750	37000	37150	37200	37200	37200	37200	37200
LOWER DECILE	32850	33500	33800	33900	33950	34000	34000	34000	34000
MEAN	38100	38950	39350	39550	39600	39650	39650	39650	39650
TOTAL NUMBER	123	180	97	74	36	36	37	18	29
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1061

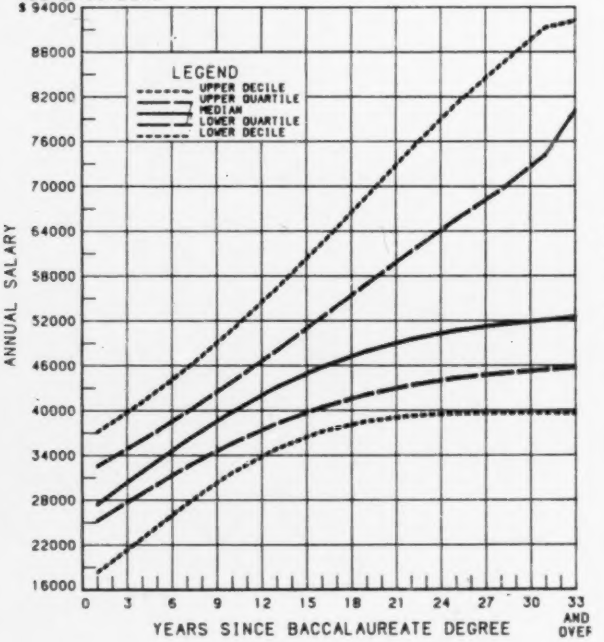


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28250	29850	31550	33300	35150	37000	38950	40950	43000
UPPER QUARTILE	26500	27950	29350	30850	32350	33900	35400	36950	38550
MEDIAN	23850	25300	26800	28300	29750	31200	32600	33950	35250
LOWER QUARTILE	22300	23550	24800	26000	27200	28400	29500	30600	31650
LOWER DECILE	21600	22500	23450	24400	25300	26150	27050	27850	28650
MEAN	24650	26000	27350	28700	30050	31450	32800	34150	35500
TOTAL NUMBER	36	51	90	86	92	80	78	78	64
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	3	0	0	0	0

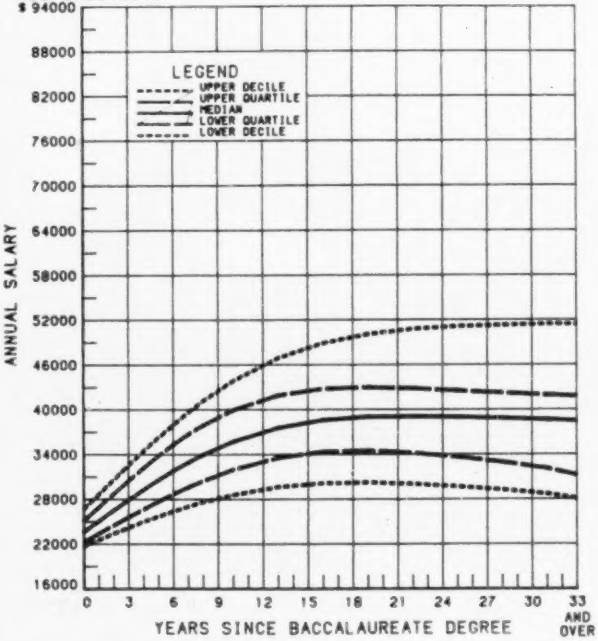
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47150	53500	59850	65800	71200	75900	79700	83450	86550
UPPER QUARTILE	41650	46100	50300	54000	57100	59650	61650	63450	64850
MEDIAN	37700	40750	43150	44900	46150	47050	47600	48000	48200
LOWER QUARTILE	33500	35850	37650	38900	39800	40350	40700	41000	41150
LOWER DECILE	30050	31850	33200	34150	34750	35050	35200	35250	35200
MEAN	38150	41800	45050	47750	49950	51600	52850	53900	54650
TOTAL NUMBER	256	174	148	126	103	83	52	66	135
OVER $93000	0	0	0	0	3	6	4	0	18
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1805

CONSTRUCTION, SUPERVISORY
ALL ENGINEERS



CONSTRUCTION, NON-SUPERVISORY
ALL ENGINEERS



CONSTRUCTION, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	37100	0	39750	41150	42650	44150	45700	47350
UPPER QUARTILE	0	32550	0	34850	36050	37250	38550	39800	41150
MEDIAN	0	27400	0	30350	31800	33200	34600	36000	37300
LOWER QUARTILE	0	25200	0	27700	28900	30100	31300	32450	33550
LOWER DECILE	0	18350	0	21350	22900	24450	26000	27500	28950
MEAN	0	28900	0	31350	32650	33900	35200	36500	37800
TOTAL NUMBER	3	7	2	12	30	23	33	35	35
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	3	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50800	56350	62350	68600	74950	81000	86250	91300	92200
UPPER QUARTILE	43850	48050	52450	56900	61300	65550	69500	74200	80100
MEDIAN	39800	43150	45850	47950	49550	50700	51500	52100	52450
LOWER QUARTILE	35600	38250	40450	42150	43400	44350	44950	45450	45750
LOWER DECILE	31650	34900	37200	38550	39300	39600	39700	39700	39650
MEAN	40350	44100	47600	50800	53500	55800	57650	59450	61000
TOTAL NUMBER	118	100	100	77	74	58	39	49	106
OVER $93000	0	0	0	0	3	6	4	0	18
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 912

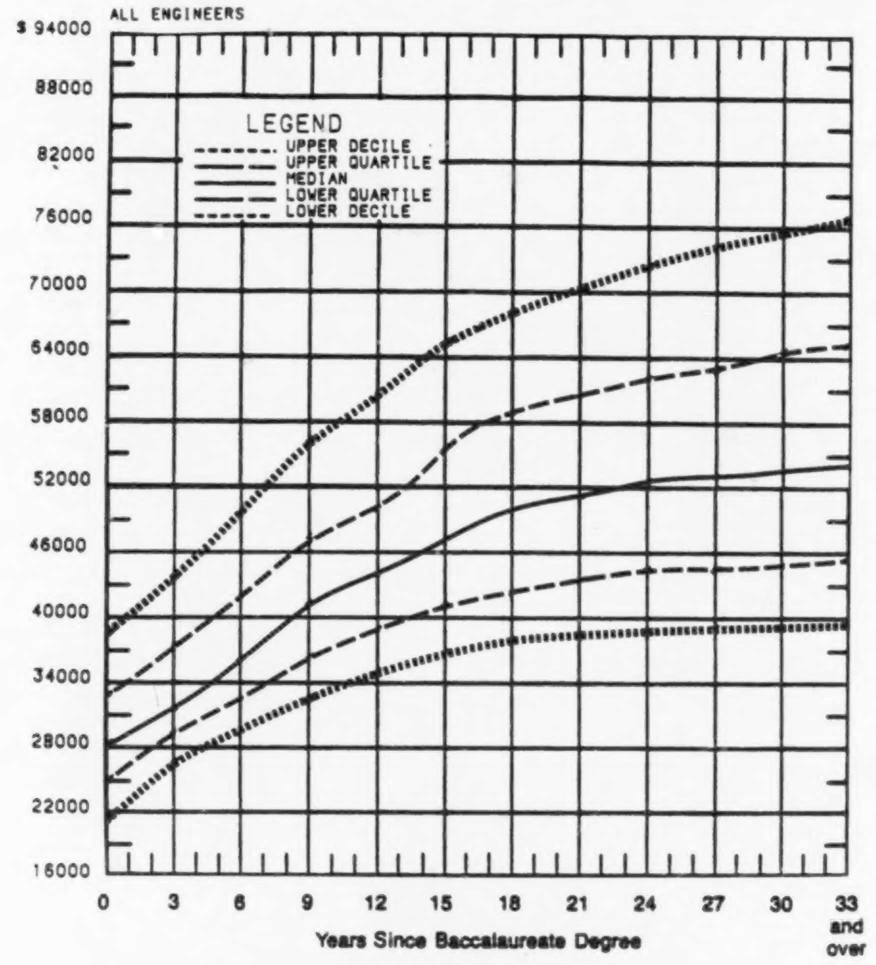
CONSTRUCTION, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26700	28650	30600	32550	34450	36250	38000	39650	41200
UPPER QUARTILE	25100	26900	28700	30450	32150	33800	35300	36700	37900
MEDIAN	23600	25050	26500	27900	29250	30550	31800	32900	33950
LOWER QUARTILE	22250	23400	24500	25600	26650	27700	28700	29600	30450
LOWER DECILE	21650	22550	23400	24200	25000	25700	26400	27050	27650
MEAN	23750	25250	26700	28150	29550	30850	32100	33250	34250
TOTAL NUMBER	32	43	87	74	61	57	44	43	28
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43850	46900	48900	50100	50800	51150	51300	51450	51450
UPPER QUARTILE	39950	41900	42800	43000	42850	42550	42250	41950	41800
MEDIAN	35700	37550	38600	39050	39100	39000	38850	38650	38500
LOWER QUARTILE	31950	33550	34350	34500	34200	33650	32950	32100	31200
LOWER DECILE	28600	29650	30150	30250	30050	29700	29250	28700	28100
MEAN	36000	37850	38850	39250	39350	39250	39150	38950	38850
TOTAL NUMBER	137	73	48	49	28	24	12	16	28
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 893

DESIGN, CONSULTING AND ENGINEERING SERVICES

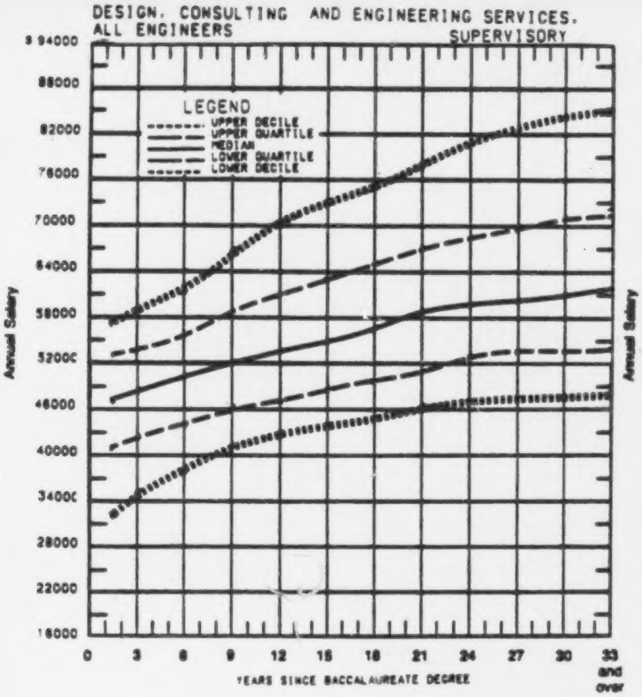


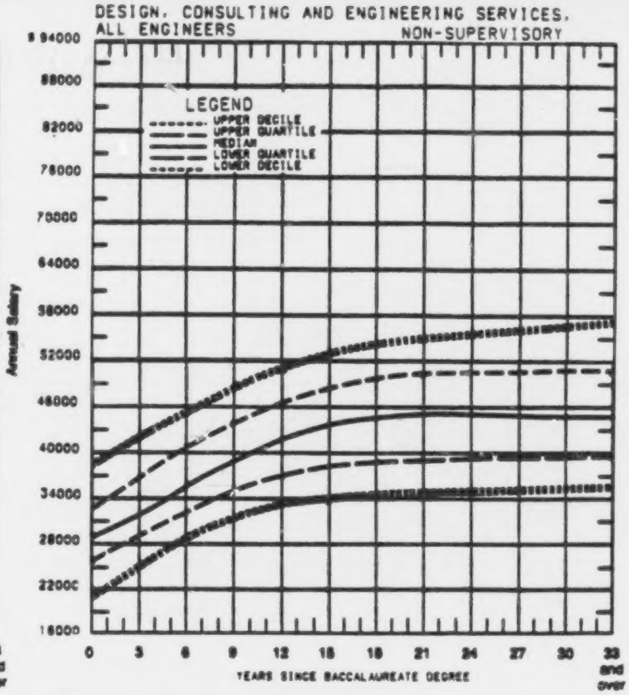
DESIGN, CONSULTING AND ENGINEERING SERVICES

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38700	40400	42150	43850	45600	47350	49050	50750	52450
UPPER QUARTILE	33500	34850	36250	37650	39050	40500	41900	43350	44750
MEDIAN	28000	29350	30750	32150	33550	34900	36300	37650	38950
LOWER QUARTILE	25250	26450	27650	28850	30050	31200	32350	33450	34500
LOWER DECILE	21900	23200	24450	25650	26800	27950	29000	30050	31000
MEAN	29250	30650	32100	33550	35000	36450	37850	39200	40550
TOTAL NUMBER	389	363	308	450	439	378	354	372	338
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	17	6	7	3	5	0	3	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55700	60200	64250	67650	70500	72750	74450	75950	77000
UPPER QUARTILE	47550	51550	55100	58100	60500	62300	63500	64450	64950
MEDIAN	41450	44850	47600	49750	51300	52350	53000	53500	53800
LOWER QUARTILE	36500	39050	41100	42600	43650	44300	44700	45000	45150
LOWER DECILE	32650	34700	36250	37300	38050	38550	38800	39000	39100
MEAN	43050	46400	49200	51400	53050	54250	55050	55750	56200
TOTAL NUMBER	1215	1112	895	819	516	489	386	433	844
OVER $93000	2	8	3	12	5	5	13	16	22
UNDER $18000	3	3	3	1	2	0	1	1	1

ENGINEERS COVERED - 10100





DESIGN, CONSULTING AND ENGINEERING SERVICES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	57450	0	59500	60550	61650	62700	63750	64800
UPPER QUARTILE	0	52250	0	53750	54500	55250	56000	56750	57500
MEDIAN	0	47400	0	48600	49150	49750	50300	50850	51450
LOWER QUARTILE	0	41050	0	42200	42750	43300	43850	44400	44950
LOWER DECILE	0	32150	0	34350	35400	36400	37350	38250	39100
MEAN	0	46950	0	48400	49100	49800	50500	51200	51900
TOTAL NUMBER	3	7	4	9	18	35	38	53	60
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	66950	70050	73100	75900	78500	80750	82550	84250	84950
UPPER QUARTILE	58950	61150	63200	65150	66900	68450	69800	71150	72150
MEDIAN	52550	54150	55700	57100	58400	59550	60500	61500	62350
LOWER QUARTILE	46000	47500	48950	50250	51350.	52300	53050	53700	53750
LOWER DECILE	40650	42600	44100	45250	46100	46700	47100	47350	47500
MEAN	53250	55250	57150	58850	60400	61700	62750	63650	63800
TOTAL NUMBER	269	420	393	417	254	223	228	275	489
OVER $93000	2	8	3	12	5	5	13	16	22
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3195

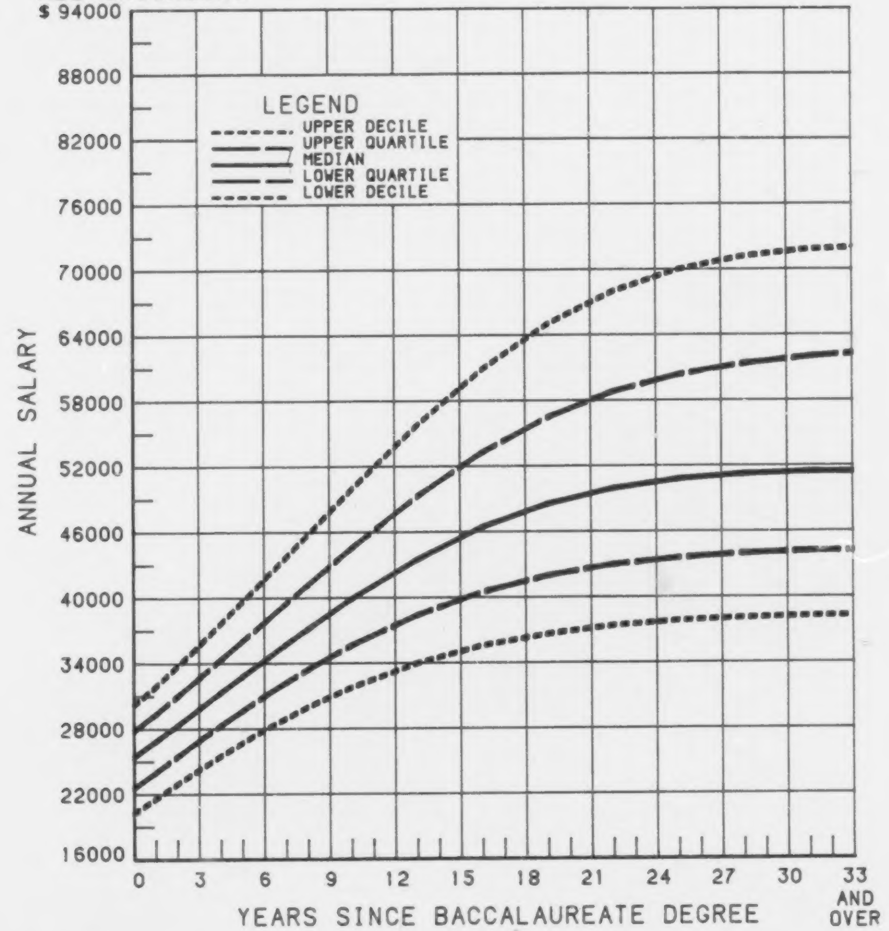
DESIGN, CONSULTING AND ENGINEERING SERVICES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38900	40100	41250	42350	43450	44450	45450	46400	47250
UPPER QUARTILE	33400	34600	35750	36900	38000	39100	40150	41200	42200
MEDIAN	28050	29350	30600	31900	33100	34300	35450	36550	37600
LOWER QUARTILE	25300	26450	27600	28750	29800	30850	31850	32800	33650
LOWER DECILE	21800	23150	24450	25700	26800	27850	28800	29650	30400
MEAN	29350	30550	31750	32950	34100	35200	36250	37250	38150
TOTAL NUMBER	386	356	304	441	421	343	316	319	278
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	17	6	7	3	5	0	3	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48850	50900	52450	53650	54500	55100	55500	55800	56050
UPPER QUARTILE	44000	46300	48100	49350	50200	50650	50800	50800	50600
MEDIAN	39450	41700	43250	44250	44800	45050	45050	45000	44800
LOWER QUARTILE	35150	36950	38200	38950	39400	39650	39700	39750	39750
LOWER DECILE	31650	33050	33900	34450	34750	34950	35000	35050	35050
MEAN	39850	41850	43250	44200	44750	45050	45200	45250	45250
TOTAL NUMBER	946	692	502	402	262	266	158	158	355
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	3	3	3	1	2	0	1	1	1

ENGINEERS COVERED - 6905

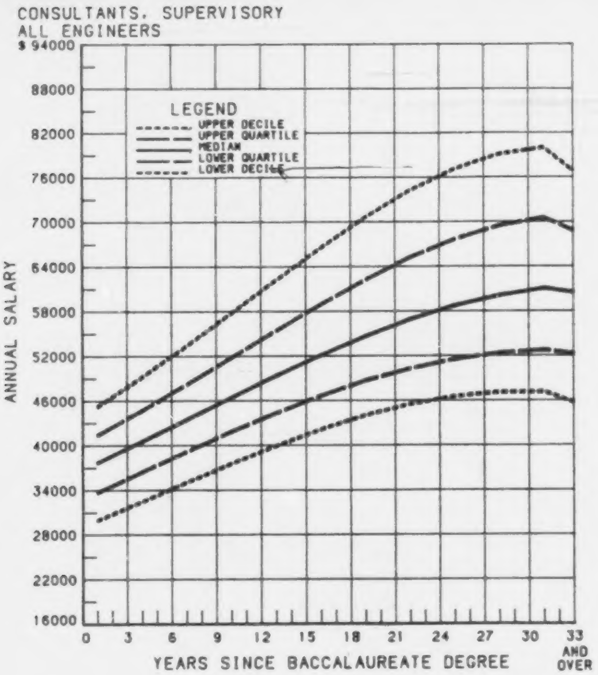
CONSULTANTS
ALL ENGINEERS

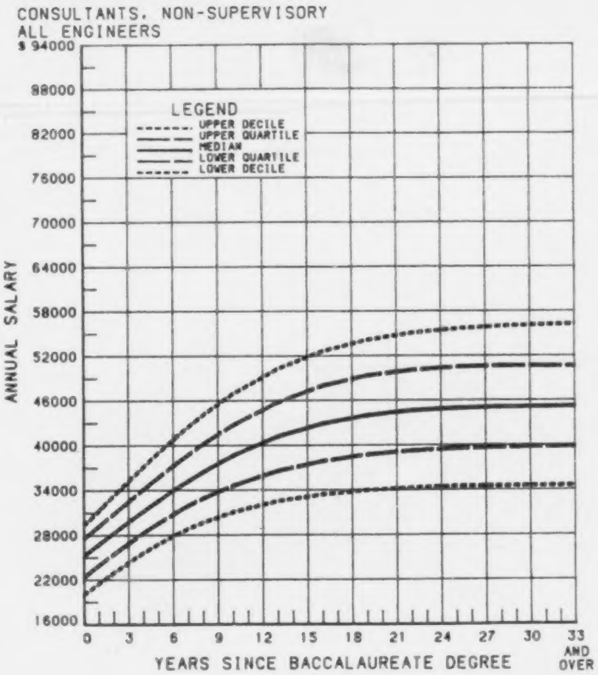


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	31900	33750	35650	37650	39650	41700	43750	45800
UPPER QUARTILE	27800	29350	31000	32650	34350	36050	37750	39500	41200
MEDIAN	25400	26850	28300	29800	31300	32800	34250	35750	37150
LOWER QUARTILE	22550	24000	25450	26900	28300	29650	31000	32250	33450
LOWER DECILE	20250	21600	22950	24250	25500	26700	27900	28950	30000
MEAN	25500	26950	28450	29950	31500	33000	34550	36050	37550
TOTAL NUMBER	207	217	227	251	239	231	237	229	228
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	12	4	5	2	3	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49900	55750	60850	65000	68000	70000	71200	71850	72000
UPPER QUARTILE	44550	49250	53250	56450	58800	60350	61350	62000	62300
MEDIAN	39900	43500	46450	48550	49950	50800	51250	51450	51450
LOWER QUARTILE	35650	38400	40500	42000	43000	43600	44000	44200	44250
LOWER DECILE	31800	34000	35600	36650	37400	37850	38100	38250	38300
MEAN	40450	44350	47500	49900	51600	52650	53250	53650	53750
TOTAL NUMBER	824	774	592	494	365	339	262	232	519
OVER $93000	0	0	0	1	1	2	6	9	6
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 6477





CONSULTANTS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	45250	0	47850	49200	50600	0	53400	54850
UPPER QUARTILE	0	41400	0	43600	44700	45850	0	48200	49400
MEDIAN	0	37700	0	39600	40550	41500	0	43450	44450
LOWER QUARTILE	0	33700	0	35500	36450	37350	0	39150	40050
LOWER DECILE	0	29950	0	31650	32450	33300	0	35050	35850
MEAN	0	37850	0	39800	40800	41850	0	43900	44950
TOTAL NUMBER	3	6	3	6	6	15	3	18	18
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	57750	62200	66550	70650	74250	77150	79100	80000	76800
UPPER QUARTILE	51800	55400	58950	62250	65250	67650	69450	70550	68800
MEDIAN	46400	49350	52100	54650	56900	58750	60100	61050	60500
LOWER QUARTILE	41850	44350	46650	48700	50300	51550	52350	52750	52250
LOWER DECILE	37550	39950	42150	44050	45500	46550	47100	47150	45700
MEAN	47050	50250	53350	56200	58700	60750	62200	63050	61300
TOTAL NUMBER	144	280	270	223	178	141	142	124	258
OVER $93000	0	0	0	1	1	2	5	9	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1847

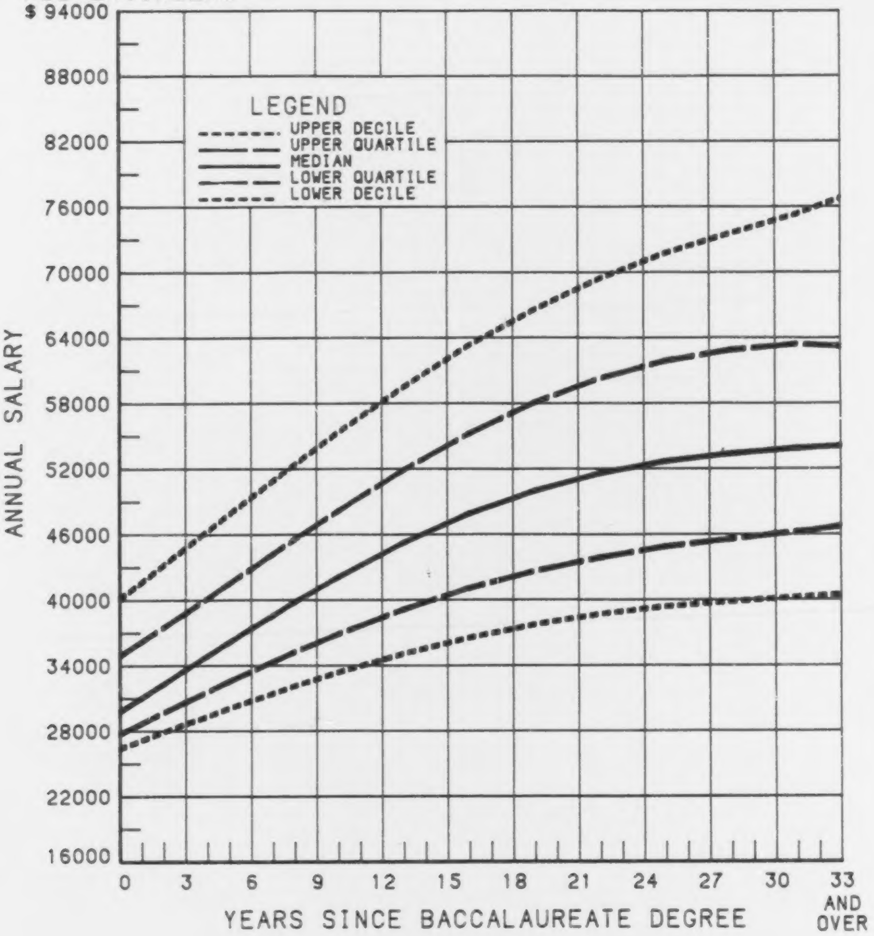
CONSULTANTS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29350	31300	33300	35250	37150	39050	40800	42500	44100
UPPER QUARTILE	27550	29200	30850	32500	34150	35750	37300	38750	40200
MEDIAN	25250	26750	28250	29750	31200	32600	34000	35250	36450
LOWER QUARTILE	22350	23950	25450	26900	28300	29600	30800	31950	32950
LOWER DECILE	20000	21500	22950	24350	25650	26800	27850	28850	29700
MEAN	25000	26600	28200	29750	31300	32750	34150	35500	36700
TOTAL NUMBER	203	211	223	245	232	215	234	211	210
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	12	4	5	2	3	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46950	50300	52650	54150	55100	55650	56000	56200	56300
UPPER QUARTILE	42750	45800	48000	49350	50100	50500	50650	50650	50600
MEDIAN	38650	41200	42900	44000	44650	44950	45100	45150	45200
LOWER QUARTILE	34650	36600	37900	38750	39250	39550	39700	39800	39800
LOWER DECILE	31100	32550	33450	34000	34300	34500	34550	34600	34600
MEAN	38850	41350	43000	44100	44700	45050	45250	45400	45450
TOTAL NUMBER	680	494	321	270	187	197	120	107	261
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 4630

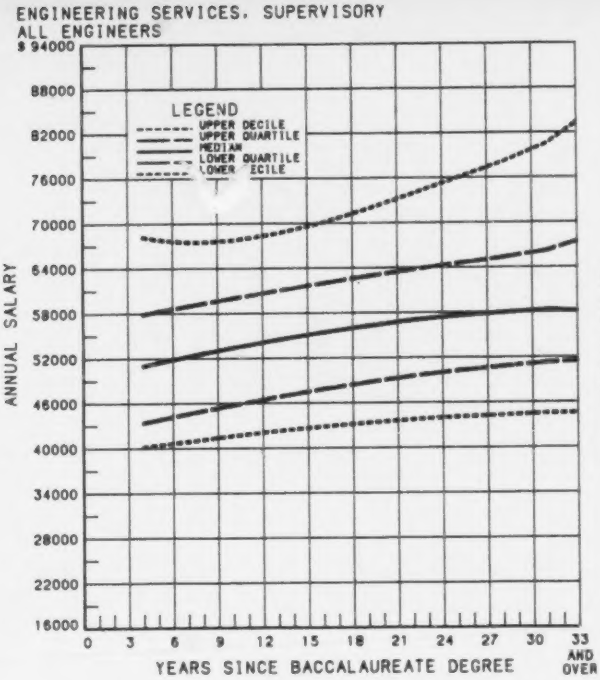
ENGINEERING SERVICES
ALL ENGINEERS

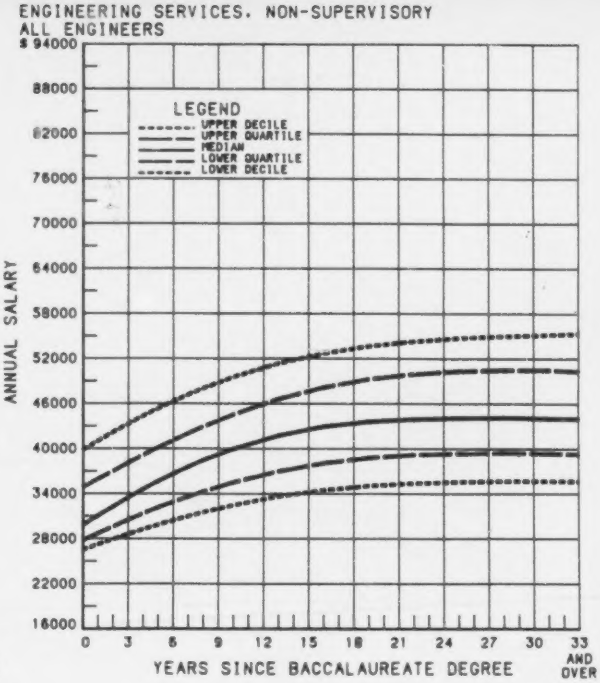


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	40150	41650	43200	44750	46300	47850	49350	50900	52400
UPPER QUARTILE	34900	36200	37500	38800	40150	41500	42850	44200	45550
MEDIAN	29800	31050	32300	33600	34850	36100	37350	38550	39800
LOWER QUARTILE	27750	28700	29700	30650	31600	32550	33450	34350	35250
LOWER DECILE	26400	27150	27900	28650	29350	30100	30800	31450	32150
MEAN	31400	32700	34000	35300	36600	37850	39100	40300	41500
TOTAL NUMBER	155	113	56	149	181	127	86	132	86
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55350	59500	63300	66600	69450	71750	73600	75350	76800
UPPER QUARTILE	48150	51900	55250	58100	60300	61900	62900	63450	63250
MEDIAN	42100	45250	47900	50000	51600	52700	53400	53900	54100
LOWER QUARTILE	36900	39150	41100	42650	43900	44900	45600	46250	46750
LOWER DECILE	33400	35100	36550	37750	38700	39400	39850	40250	40500
MEAN	43750	46800	49350	51450	53050	54250	55150	55900	56500
TOTAL NUMBER	400	366	356	300	175	176	151	219	388
OVER $93000	0	3	1	5	2	1	5	4	12
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3624





ENGINEERING SERVICES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	68200	67850	67650	67500	67500
UPPER QUARTILE	0	0	0	0	57850	58250	58600	58950	59300
MEDIAN	0	0	0	0	51000	51450	51850	52250	52650
LOWER QUARTILE	0	0	0	0	43400	43800	44200	44600	45000
LOWER DECILE	0	0	0	0	40150	40400	40650	40900	41150
MEAN	0	0	0	0	51600	52000	52450	52850	53250
TOTAL NUMBER	0	3	1	1	6	10	14	25	21
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	67750	68650	70050	71850	73850	75950	78050	80500	83300
UPPER QUARTILE	60000	61000	61950	62900	63750	64550	65300	66200	67450
MEDIAN	53400	54450	55400	56250	57000	57550	57950	58300	58150
LOWER QUARTILE	45750	46850	47850	48750	49550	50250	50800	51300	51500
LOWER DECILE	41650	42300	42850	43350	43750	44100	44300	44550	44600
MEAN	54100	55250	56350	57350	58250	59100	59750	60500	61150
TOTAL NUMBER	87	137	151	178	104	104	110	166	269
OVER $93000	0	3	1	5	2	1	5	4	12
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1393

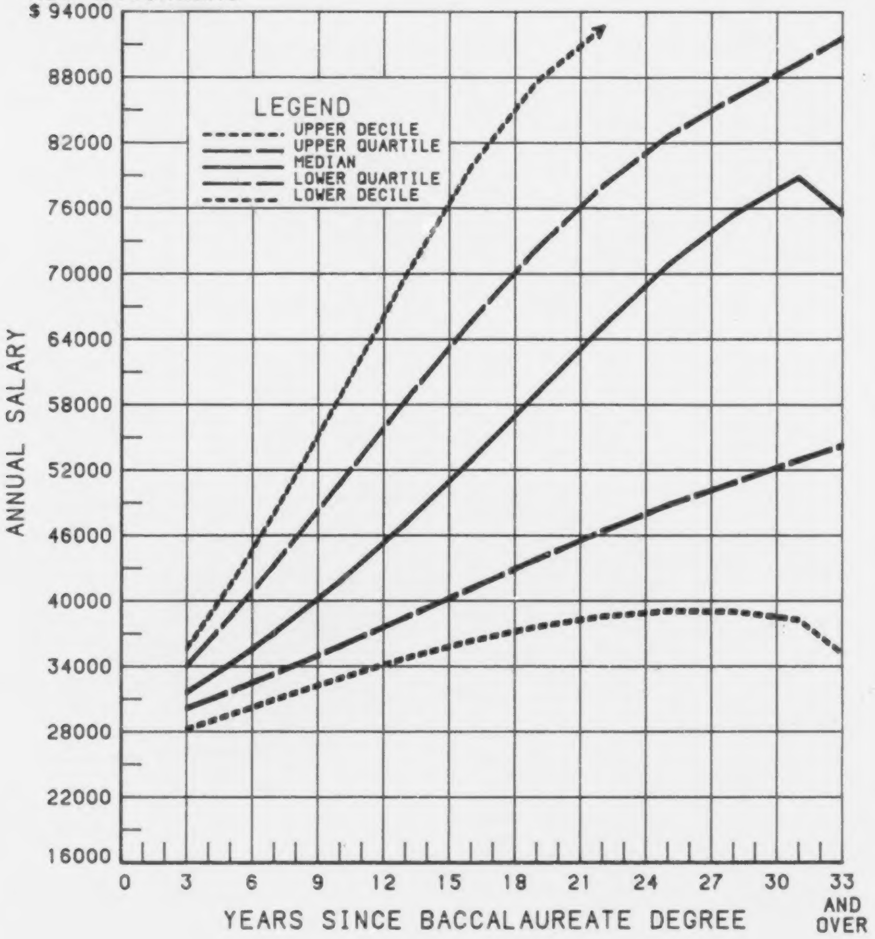
ENGINEERING SERVICES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	39850	41050	42200	43300	44350	45350	46300	47200	48050
UPPER QUARTILE	34850	35950	37000	38100	39150	40150	41100	42050	42950
MEDIAN	29800	31050	32250	33450	34600	35650	36650	37600	38500
LOWER QUARTILE	27800	28700	29600	30500	31350	32150	32900	33600	34300
LOWER DECILE	26500	27250	27950	28600	29250	29850	30450	31000	31550
MEAN	31600	32650	33700	34700	35650	36600	37450	38300	39100
TOTAL NUMBER	155	110	55	148	174	117	72	107	65
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49550	51350	52700	53650	54300	54750	55000	55200	55350
UPPER QUARTILE	44550	46600	48150	49250	49950	50350	50500	50500	50300
MEDIAN	40000	41750	42950	43600	43950	44100	44150	44050	44000
LOWER QUARTILE	35550	37000	38100	38800	39200	39400	39450	39400	39300
LOWER DECILE	32500	33650	34500	35050	35400	35600	35700	35700	35650
MEAN	40450	42150	43300	44100	44550	44800	44900	44850	44800
TOTAL NUMBER	312	228	204	122	70	72	40	52	118
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2231

MINING
ALL ENGINEERS

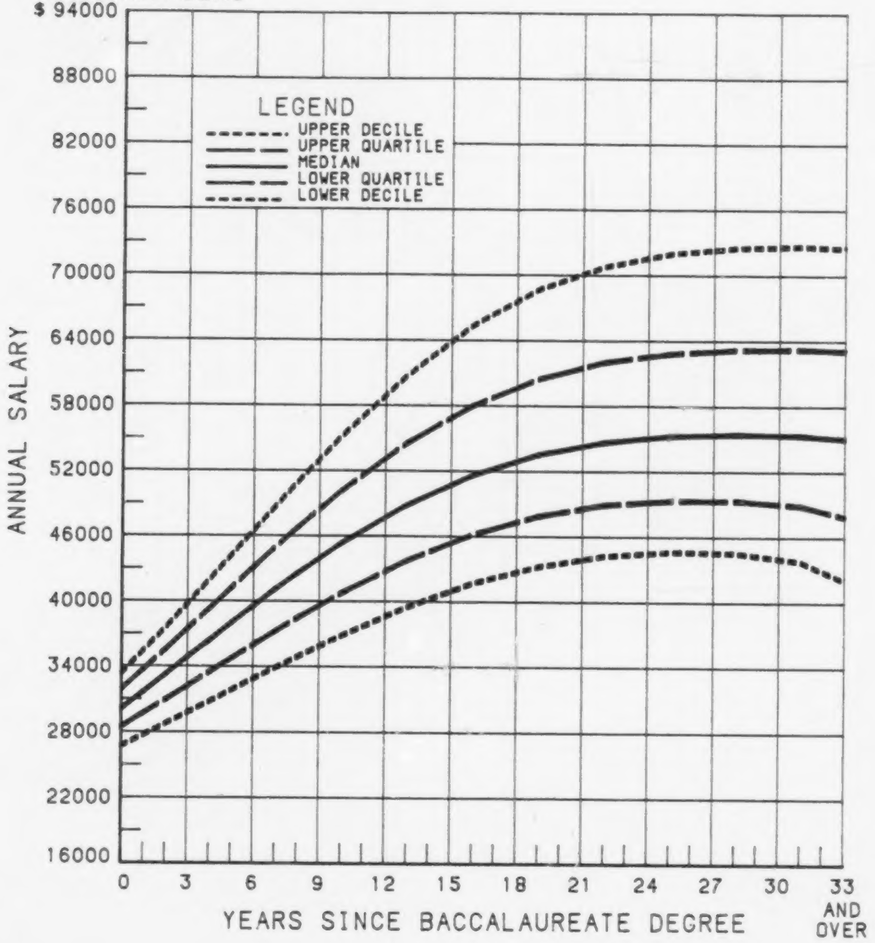


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	35650	0	41550	44700	48050	0
UPPER QUARTILE	0	0	0	34050	0	38550	40900	43300	0
MEDIAN	0	0	0	31600	0	34200	35600	37050	0
LOWER QUARTILE	0	0	0	30150	0	31700	32500	33300	0
LOWER DECILE	0	0	0	28250	0	29600	30250	30950	0
MEAN	0	0	0	32100	0	35250	36900	38600	0
TOTAL NUMBER	0	1	4	5	2	10	11	14	3
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58800	69850	79850	87650	92550	94650	94800	93300	90550
UPPER QUARTILE	50800	58400	65700	72350	78050	82650	86150	89350	91650
MEDIAN	41800	47100	52900	59050	65150	70850	75450	78850	75550
LOWER QUARTILE	35850	38500	41150	43850	46400	48800	50850	52950	54250
LOWER DECILE	32900	34750	36350	37650	38600	39100	39050	38300	35200
MEAN	43900	49300	54600	59500	63700	67100	69550	71550	72600
TOTAL NUMBER	34	36	27	34	23	16	23	13	32
OVER $93000	0	0	0	4	2	0	0	7	14
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 293

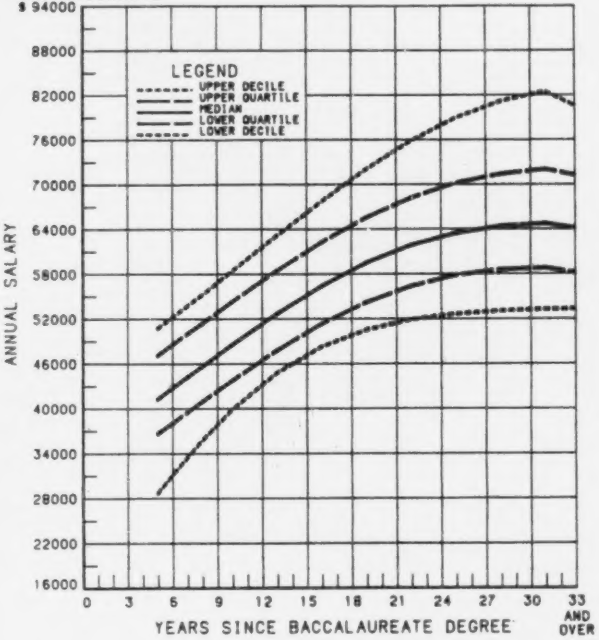
RESEARCH ORGANIZATIONS
ALL ENGINEERS

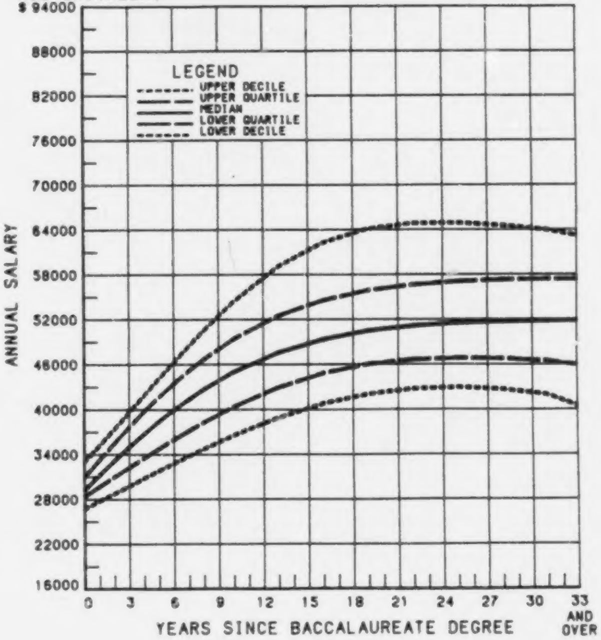


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33350	35450	37550	39750	41950	44200	46450	48700	50900
UPPER QUARTILE	31900	33700	35550	37450	39300	41200	43100	44950	46750
MEDIAN	30100	31650	33250	34850	36400	38000	39550	41100	42550
LOWER QUARTILE	28450	29700	30950	32200	33500	34750	36000	37250	38450
LOWER DECILE	26700	27700	28750	29750	30800	31850	32900	33900	34900
MEAN	30050	31600	33200	34800	36450	38050	39700	41300	42850
TOTAL NUMBER	75	115	142	216	229	237	288	256	236
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55150	60800	65400	68700	70800	72000	72550	72700	72500
UPPER QUARTILE	50150	54600	58050	60500	62050	62850	63200	63250	63100
MEDIAN	45350	48900	51650	53550	54700	55300	55450	55350	55050
LOWER QUARTILE	40750	43800	46200	47900	48950	49350	49350	48900	47900
LOWER DECILE	36850	39500	41700	43250	44250	44650	44550	43800	42050
MEAN	45800	49650	52700	54850	56200	56850	57050	56900	56400
TOTAL NUMBER	703	661	711	797	806	880	633	524	1094
OVER $93000	0	0	0	0	0	4	3	4	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 8613


RESEARCH ORGANIZATIONS, SUPERVISORY
ALL ENGINEERS


RESEARCH ORGANIZATIONS, NON-SUPERVISORY
ALL ENGINEERS

RESEARCH ORGANIZATIONS, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	50750	52200	53750	55250
UPPER QUARTILE	0	0	0	0	0	47100	48550	50000	51400
MEDIAN	0	0	0	0	0	41250	42750	44200	45650
LOWER QUARTILE	0	0	0	0	0	36650	38050	39500	40950
LOWER DECILE	0	0	0	0	0	28700	31100	33450	35750
MEAN	0	0	0	0	0	41900	43350	44800	46250
TOTAL NUMBER	0	1	1	3	2	7	10	12	21
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58400	63100	67700	72050	75850	78950	81150	82500	80600
UPPER QUARTILE	54300	58450	62250	65550	68200	70200	71400	72050	71250
MEDIAN	48550	52700	56400	59500	61850	63450	64400	64750	64150
LOWER QUARTILE	43750	47800	51350	54250	56400	57850	58600	58800	58200
LOWER DECILE	39850	44800	48300	50550	51950	52700	53100	53300	53350
MEAN	49150	53300	57100	60350	62900	64700	65750	66150	65350
TOTAL NUMBER	81	105	192	268	279	323	229	172	322
OVER $93000	0	0	0	0	0	4	3	3	5
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2038

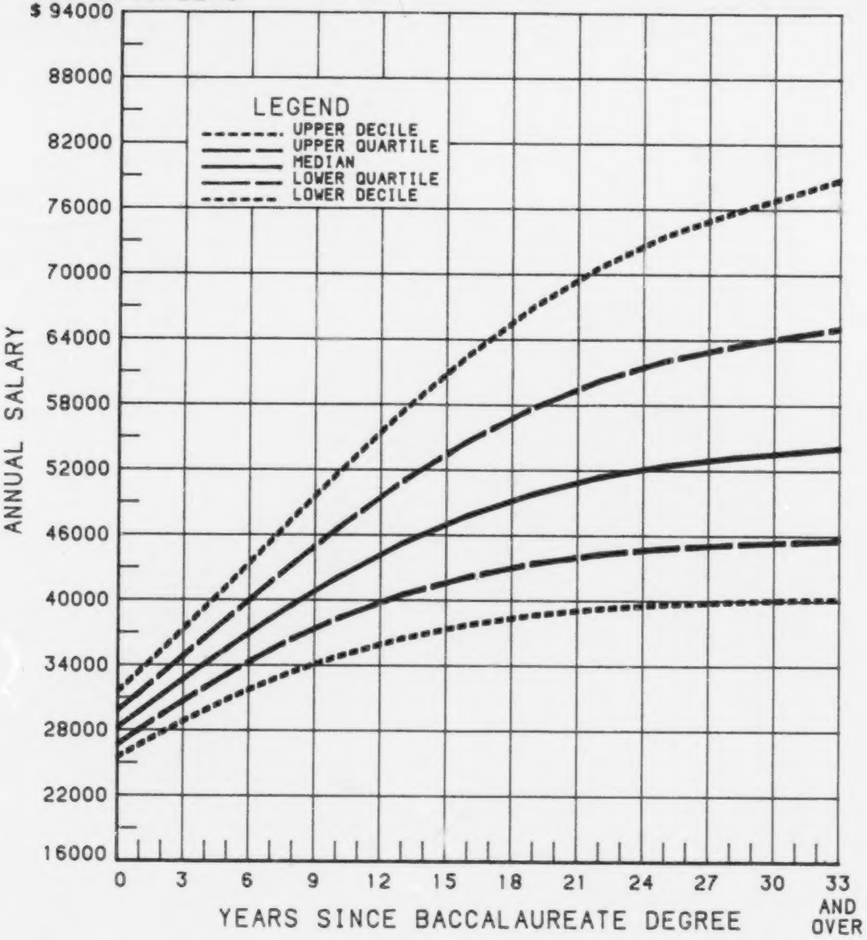
RESEARCH ORGANIZATIONS, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33000	35150	37350	39600	41850	44100	46300	48450	50550
UPPER QUARTILE	30950	33200	35450	37600	39700	41650	43450	45150	46700
MEDIAN	29200	31200	33100	34950	36700	38400	39950	41350	42700
LOWER QUARTILE	28350	29650	30950	32200	33500	34750	36000	37150	38300
LOWER DECILE	26700	27750	28750	29750	30800	31800	32800	33800	34750
MEAN	29600	31350	33100	34800	36500	38150	39800	41300	42800
TOTAL NUMBER	75	114	140	213	227	230	277	244	214
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54350	59050	62250	64100	64850	64900	64550	63950	63200
UPPER QUARTILE	49400	52500	54550	55900	56650	57100	57300	57400	57400
MEDIAN	45000	47600	49350	50500	51150	51550	51750	51850	51850
LOWER QUARTILE	40350	42950	44850	46050	46650	46850	46800	46500	45950
LOWER DECILE	36550	38900	40800	42050	42750	42950	42700	42000	40500
MEAN	45400	48500	50650	51900	52550	52750	52750	52600	52400
TOTAL NUMBER	622	556	518	529	527	556	404	351	771
OVER $93000	0	0	0	0	0	0	0	1	1
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6575

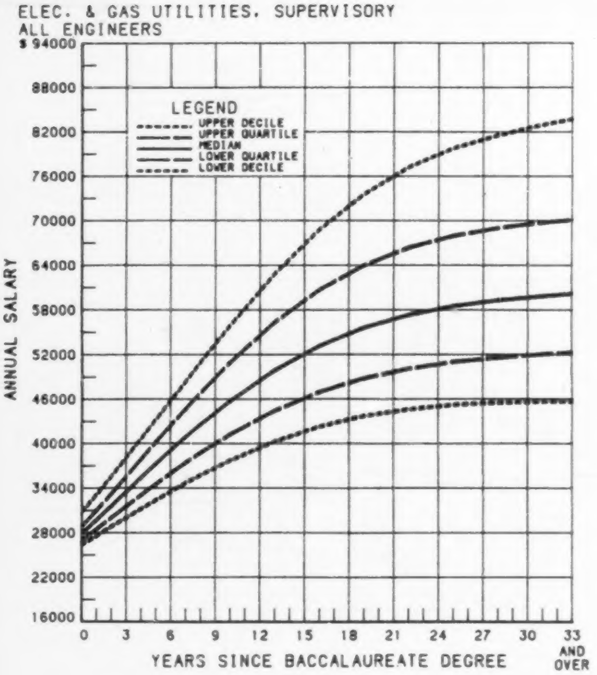
ELEC. & GAS UTILITIES
ALL ENGINEERS

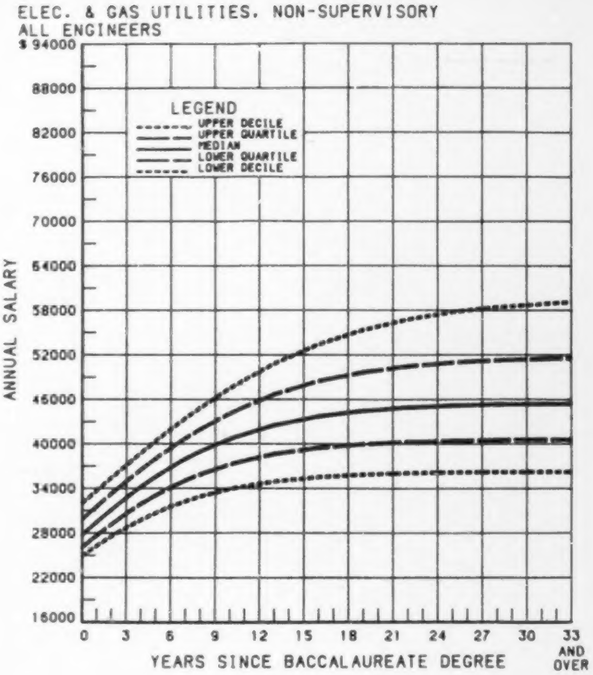


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31550	33450	35350	37350	39350	41350	43400	45450	47550
UPPER QUARTILE	29800	31450	33150	34850	36600	38300	40000	41700	43350
MEDIAN	28250	29700	31200	32700	34150	35550	36950	38300	39600
LOWER QUARTILE	26650	28050	29400	30700	31950	33150	34300	35400	36450
LOWER DECILE	25500	26650	27750	28850	29850	30850	31750	32600	33400
MEAN	28500	30000	31450	32950	34450	35900	37350	38750	40100
TOTAL NUMBER	46	73	112	117	109	98	86	86	77
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51600	57350	62550	67050	70700	73550	75650	77500	78750
UPPER QUARTILE	46550	50950	54700	57800	60250	62100	63400	64450	65100
MEDIAN	42050	45250	47850	49850	51400	52450	53200	53750	54100
LOWER QUARTILE	38300	40550	42200	43450	44300	44850	45200	45450	45600
LOWER DECILE	34800	36500	37800	38700	39300	39700	39950	40150	40200
MEAN	42750	46250	49200	51550	53400	54750	55700	56500	56950
TOTAL NUMBER	237	254	161	122	92	96	65	76	180
OVER $93000	0	0	0	0	1	2	2	1	12
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2096





ELEC. & GAS UTILITIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30850	33200	35600	38100	40600	43200	45800	48350	50950
UPPER QUARTILE	28850	31050	33250	35550	37850	40150	42400	44650	46850
MEDIAN	27850	29750	31600	33500	35400	37250	39050	40850	42550
LOWER QUARTILE	26950	28500	30050	31550	33100	34550	36000	37400	38750
LOWER DECILE	26400	27600	28850	30050	31250	32400	33550	34700	35750
MEAN	28500	30300	32150	34000	35850	37700	39550	41350	43050
TOTAL NUMBER	13	14	20	20	19	16	13	21	20
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55950	62900	68800	73600	77250	79850	81600	83000	83750
UPPER QUARTILE	50950	56400	60750	64000	66400	68000	69050	69800	70150
MEDIAN	45750	49900	53150	55600	57350	58550	59350	59900	60200
LOWER QUARTILE	41250	44450	46950	48800	50100	51000	51600	52050	52300
LOWER DECILE	37750	40300	42300	43750	44650	45250	45550	45700	45700
MEAN	46350	50700	54250	57000	59050	60500	61450	62200	62600
TOTAL NUMBER	76	110	84	61	55	58	38	47	112
OVER $93000	0	0	0	0	1	2	1	0	11
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 806

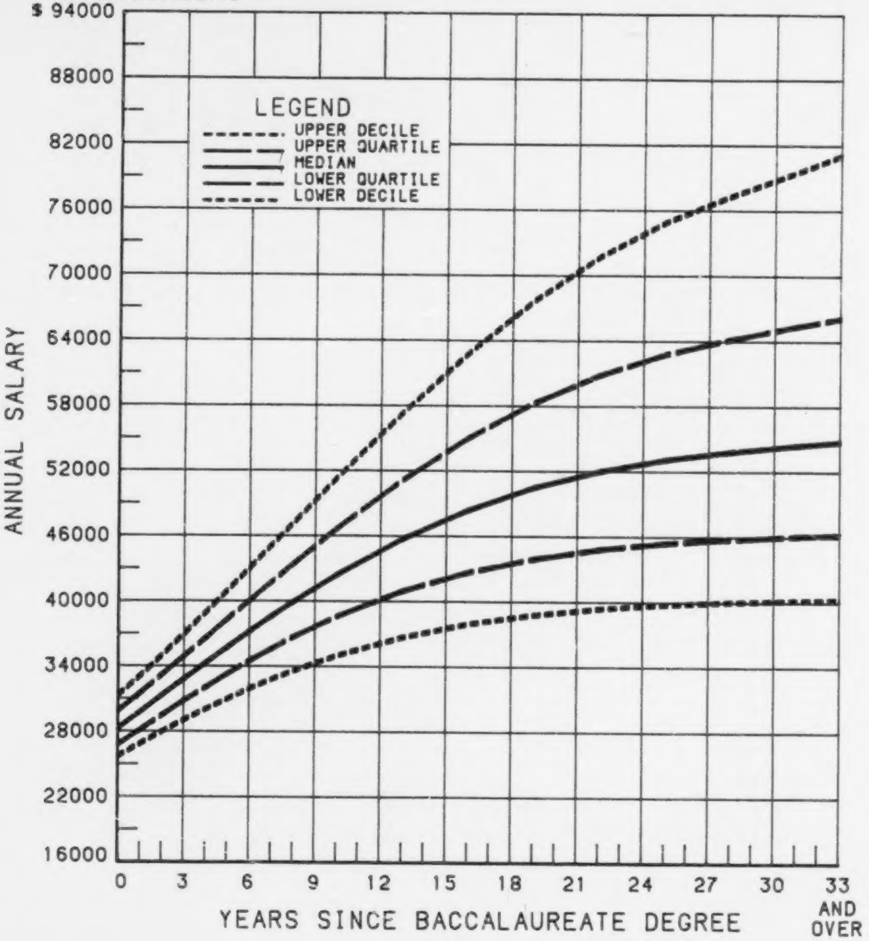
ELEC. & GAS UTILITIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32000	33750	35450	37150	38800	40450	42000	43500	44900
UPPER QUARTILE	29850	31600	33300	34950	36550	38050	39450	40800	42000
MEDIAN	27750	29500	31150	32750	34250	35600	36850	38000	39000
LOWER QUARTILE	26050	27700	29200	30650	31950	33100	34150	35100	35900
LOWER DECILE	24900	26300	27600	28750	29800	30750	31600	32300	32950
MEAN	28250	29800	31350	32850	34250	35550	36800	37950	39000
TOTAL NUMBER	32	58	91	97	90	82	72	64	57
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47550	50850	53450	55400	56800	57800	58450	58900	59150
UPPER QUARTILE	44150	46700	48500	49700	50500	51000	51300	51500	51600
MEDIAN	40700	42550	43750	44500	44950	45200	45350	45400	45450
LOWER QUARTILE	37250	38650	39500	40000	40300	40450	40550	40600	40600
LOWER DECILE	33950	34950	35550	35900	36100	36200	36250	36250	36250
MEAN	40800	42950	44400	45400	46050	46450	46650	46800	46850
TOTAL NUMBER	160	144	76	61	35	38	27	28	67
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1289

ELECTRICAL UTILITIES
ALL ENGINEERS

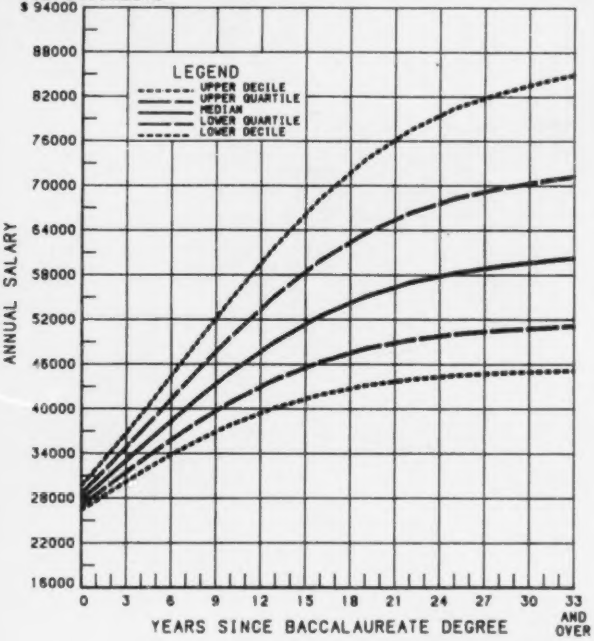


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31300	33100	35000	36950	38950	41000	43050	45150	47200
UPPER QUARTILE	29850	31500	33200	34900	36600	38350	40050	41750	43450
MEDIAN	28250	29750	31300	32800	34300	35750	37200	38600	39950
LOWER QUARTILE	26750	28100	29450	30800	32050	33300	34500	35600	36700
LOWER DECILE	25700	26850	27950	29050	30050	31000	31950	32800	33600
MEAN	28550	30050	31500	33000	34500	35950	37400	38800	40200
TOTAL NUMBER	292	398	636	643	600	492	485	468	453
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

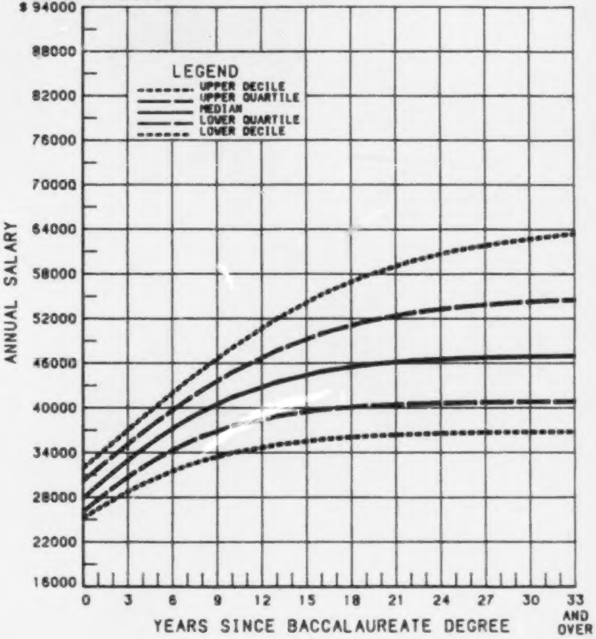
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51350	57350	62850	67700	71750	74950	77400	79550	81100
UPPER QUARTILE	46700	51150	55050	58300	60850	62800	64200	65400	66150
MEDIAN	42450	45750	48400	50500	52000	53100	53850	54450	54800
LOWER QUARTILE	38600	40950	42700	43950	44850	45450	45800	46100	46250
LOWER DECILE	35000	36700	37950	38800	39400	39800	40050	40200	40300
MEAN	42850	46500	49550	52050	53950	55450	56450	57350	57900
TOTAL NUMBER	1341	1408	841	643	507	479	328	278	847
OVER $93000	0	0	2	3	6	13	10	9	75
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 11139

ELECTRICAL UTILITIES, SUPERVISORY
ALL ENGINEERS



ELECTRICAL UTILITIES, NON-SUPERVISORY
ALL ENGINEERS



ELECTRICAL UTILITIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29650	31950	34300	36700	39250	41800	44400	47000	49600
UPPER QUARTILE	28550	30600	32650	34800	36950	39100	41300	43450	45600
MEDIAN	27750	29450	31250	33000	34800	36600	38350	40050	41750
LOWER QUARTILE	27000	28450	29950	31450	32950	34400	35800	37200	38500
LOWER DECILE	26400	27650	28950	30200	31450	32650	33800	34900	35950
MEAN	28250	30000	31750	33550	35350	37150	38950	40700	42450
TOTAL NUMBER	115	120	170	156	113	90	88	88	113
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54750	61950	68300	73500	77500	80450	82500	84100	85000
UPPER QUARTILE	49700	55250	59950	63600	66350	68300	69650	70700	71250
MEDIAN	44900	49100	52500	55100	57000	58300	59200	59900	60300
LOWER QUARTILE	40900	44000	46350	48100	49250	50050	50550	50900	51150
LOWER DECILE	37850	40200	41950	43200	44000	44550	44850	45050	45150
MEAN	45700	50100	53800	56650	58850	60400	61450	62300	62850
TOTAL NUMBER	426	617	460	359	285	293	206	167	525
OVER $93000	0	0	2	3	5	13	9	7	69
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4391

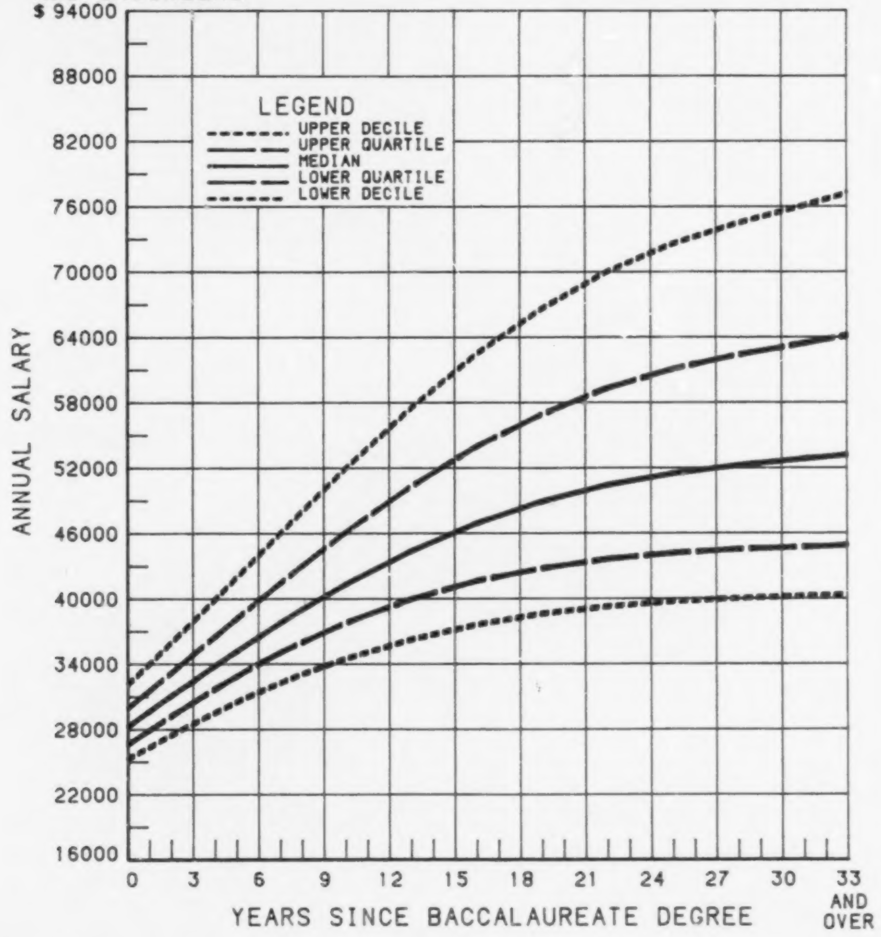
ELECTRICAL UTILITIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31950	33650	35350	37050	38750	40400	42000	43600	45150
UPPER QUARTILE	30200	31900	33550	35150	36750	38250	39700	41100	42400
MEDIAN	27850	29650	31350	33000	34500	35950	37250	38450	39550
LOWER QUARTILE	26050	27700	29300	30750	32050	33300	34350	35350	36200
LOWER DECILE	25200	26450	27650	28800	29800	30700	31550	32300	32950
MEAN	28450	30000	31500	32950	34400	35750	37000	38200	39300
TOTAL NUMBER	177	278	466	487	487	402	397	380	340
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48100	52000	55250	57800	59750	61200	62200	63000	63450
UPPER QUARTILE	44800	47750	50000	51650	52800	53550	54050	54400	54550
MEDIAN	41450	43500	44900	45800	46350	46650	46850	46950	47000
LOWER QUARTILE	37550	38950	39800	40300	40550	40700	40800	40850	40850
LOWER DECILE	34000	35100	35800	36250	36500	36650	36750	36800	36800
MEAN	41300	43700	45450	46700	47550	48050	48400	48650	48750
TOTAL NUMBER	915	791	381	284	222	186	122	111	322
OVER $93000	0	0	0	0	1	0	1	2	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6748

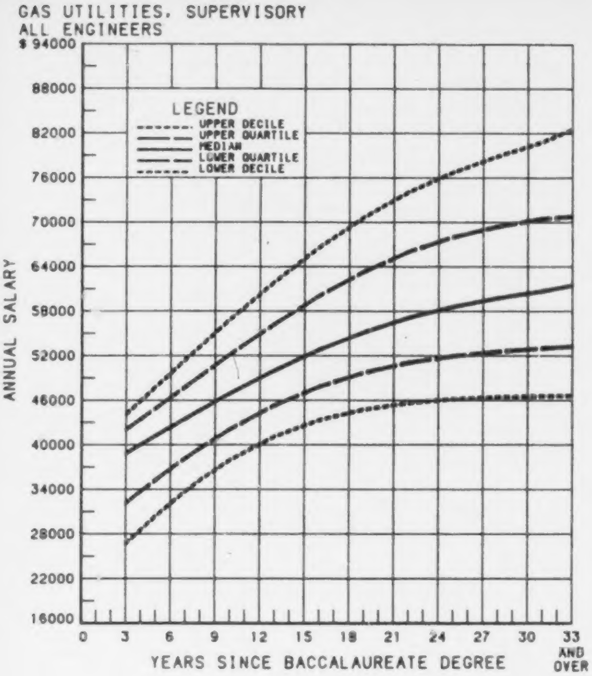
GAS UTILITIES
ALL ENGINEERS

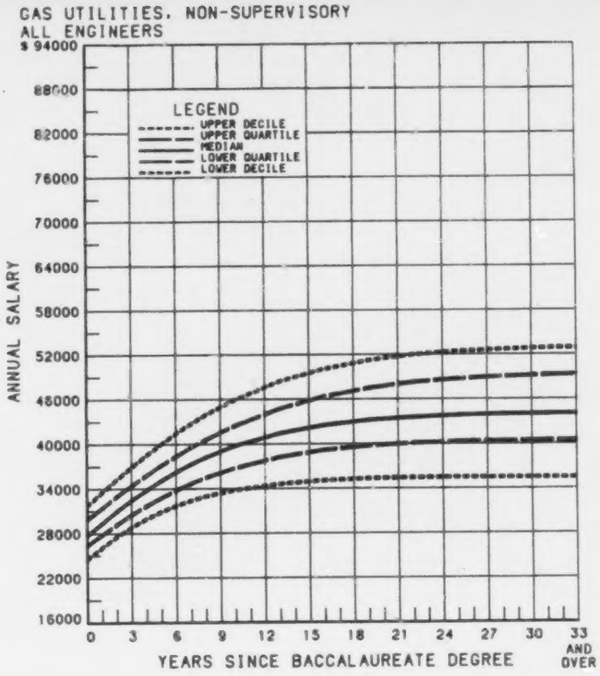


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32150	34050	36000	37950	39950	42000	44000	46050	48050
UPPER QUARTILE	29950	31600	33200	34900	36550	38200	39850	41450	43050
MEDIAN	28250	29700	31100	32450	33850	35200	36500	37800	39050
LOWER QUARTILE	26600	27950	29250	30500	31750	32900	34050	35100	36050
LOWER DECILE	25300	26400	27500	28550	29550	30550	31450	32300	33100
MEAN	28450	29950	31400	32850	34350	35750	37200	38550	39900
TOTAL NUMBER	23	52	73	82	75	78	56	61	47
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52000	57550	62500	66650	70050	72600	74500	76100	77200
UPPER QUARTILE	46150	50350	54000	56950	59350	61100	62400	63450	64150
MEDIAN	41350	44400	46950	48950	50450	51500	52250	52850	53200
LOWER QUARTILE	37850	40000	41650	42800	43650	44200	44550	44750	44900
LOWER DECILE	34550	36300	37650	38650	39300	39750	40050	40250	40350
MEAN	42450	45800	48650	50850	52600	53850	54700	55400	55800
TOTAL NUMBER	155	173	122	92	63	77	52	85	157
OVER $93000	0	0	0	0	1	1	1	0	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1533


GAS UTILITIES, SUPERVISORY
ALL ENGINEERS


GAS UTILITIES, NON-SUPERVISORY
ALL ENGINEERS

GAS UTILITIES, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	44150	46000	47850	49650	51500	53300
UPPER QUARTILE	0	0	0	42050	43500	44950	46400	47850	49300
MEDIAN	0	0	0	38850	40050	41250	42400	43550	44700
LOWER QUARTILE	0	0	0	32150	33750	35250	36750	38200	39550
LOWER DECILE	0	0	0	26700	28550	30400	32100	33750	35250
MEAN	0	0	0	37600	39050	40450	41900	43300	44650
TOTAL NUMBER	0	1	2	5	11	10	6	21	13
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	56900	62000	66650	70700	74100	76800	78950	80900	82550
UPPER QUARTILE	52200	56300	60100	63350	66050	68050	69450	70500	70800
MEDIAN	46950	50050	52850	55200	57150	58650	59800	60750	61500
LOWER QUARTILE	42100	45350	47850	49750	51100	52000	52600	53050	53300
LOWER DECILE	37950	41150	43350	44800	45650	46200	46450	46600	46650
MEAN	47350	51000	54150	56800	58850	60400	61550	62500	63250
TOTAL NUMBER	51	73	60	37	42	46	27	54	99
OVER $93000	0	0	0	0	1	1	1	0	6
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 565

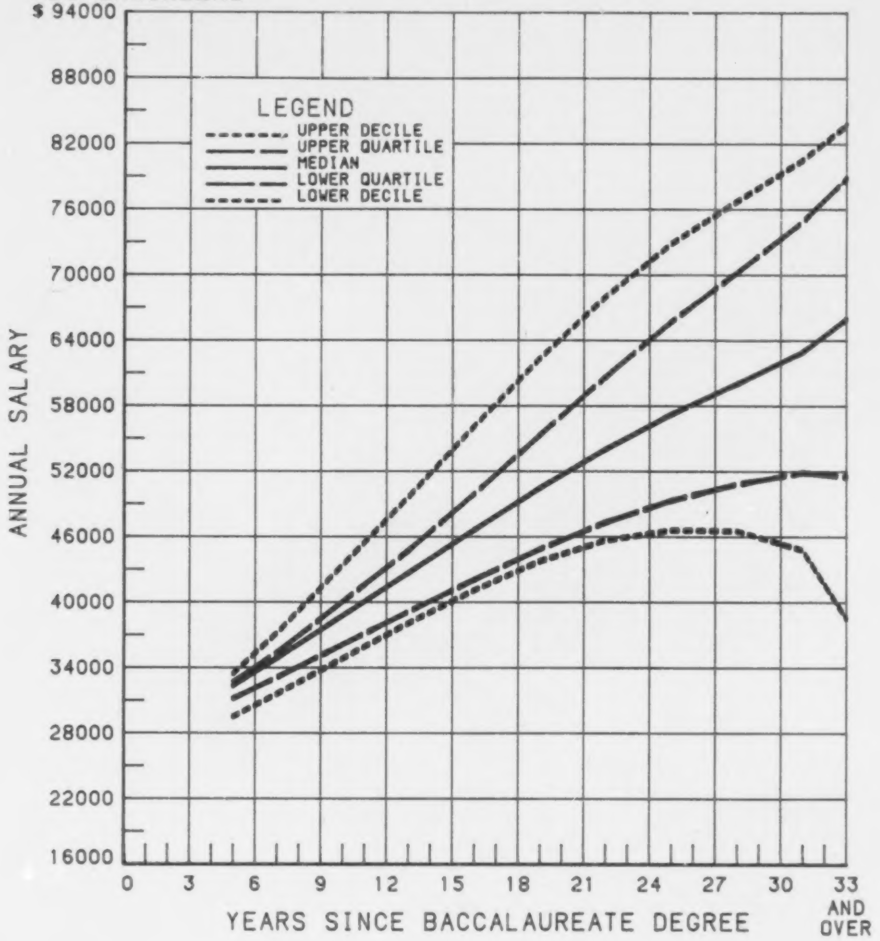
GAS UTILITIES, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31700	33500	35250	36900	38500	40000	41450	42750	43950
UPPER QUARTILE	29850	31400	32950	34400	35800	37150	38350	39550	40600
MEDIAN	27700	29350	30950	32450	33800	35100	36250	37300	38200
LOWER QUARTILE	26350	27800	29200	30500	31700	32800	33800	34700	35500
LOWER DECILE	24450	26050	27550	28850	29950	30900	31750	32400	33000
MEAN	28050	29650	31200	32600	33950	35200	36350	37400	38350
TOTAL NUMBER	23	51	71	77	64	67	50	39	34
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46000	48450	50100	51250	52000	52450	52700	52900	52950
UPPER QUARTILE	42500	44750	46400	47500	48300	48750	49050	49250	49350
MEDIAN	39800	41450	42550	43200	43600	43850	44000	44050	44100
LOWER QUARTILE	36800	38250	39200	39750	40100	40300	40400	40450	40500
LOWER DECILE	33850	34650	35100	35350	35450	35500	35500	35500	35500
MEAN	39900	41650	42850	43600	44050	44300	44450	44550	44600
TOTAL NUMBER	103	100	62	55	21	31	25	30	57
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 967

PROF. SOCIETIES & NON-PROFIT INST.
ALL ENGINEERS



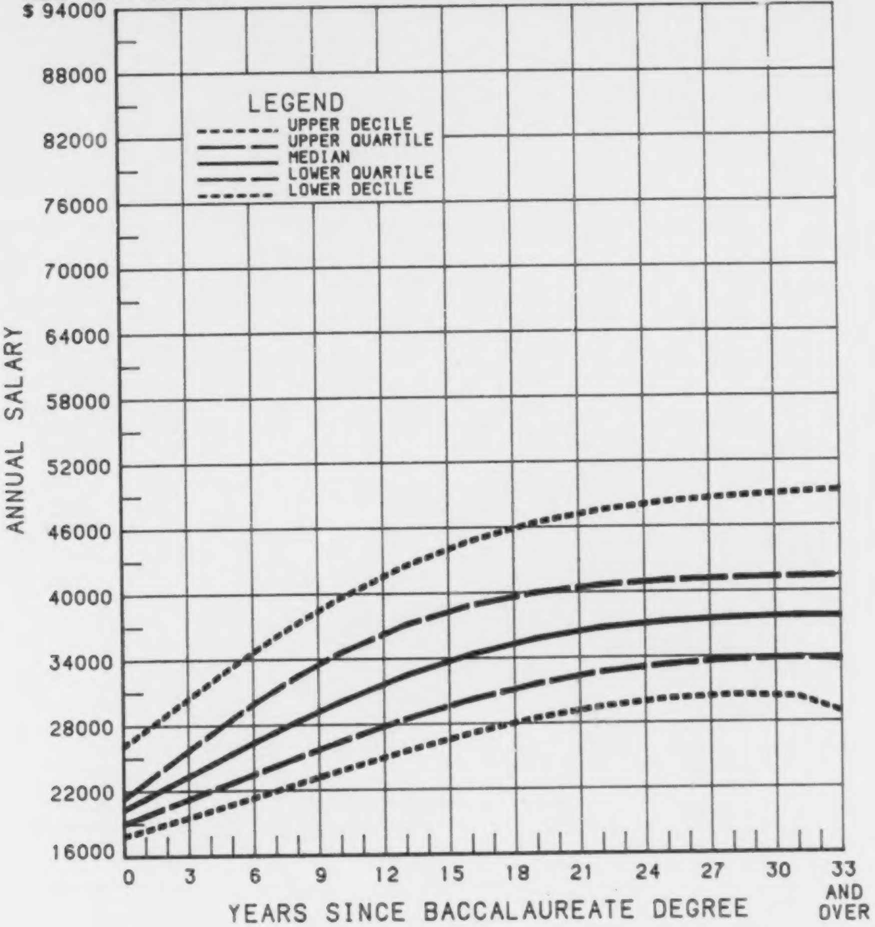
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	33450	0	37200	0
UPPER QUARTILE	0	0	0	0	0	32650	0	35400	0
MEDIAN	0	0	0	0	0	32350	0	34850	0
LOWER QUARTILE	0	0	0	0	0	31150	0	33100	0
LOWER DECILE	0	0	0	0	0	29500	0	31600	0
MEAN	0	0	0	0	0	31950	0	34650	0
TOTAL NUMBER	0	1	1	1	0	8	2	8	3
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	C	49650	56150	62400	68050	72900	76800	80550	83750
UPPER QUARTILE	0	44750	49950	55350	60700	65750	70250	74900	78850
MEDIAN	0	42700	46650	50500	54050	57250	60050	62950	65950
LOWER QUARTILE	0	39150	42100	44900	47350	49350	50850	51900	51500
LOWER DECILE	0	38100	41150	43800	45700	46650	46550	44800	38550
MEAN	0	43150	47500	51650	55350	58500	60900	63050	54250
TOTAL NUMBER	3	23	13	8	19	16	21	34	70
OVER $93000	0	0	0	0	0	0	7	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 238

CURVES AND TABLES FOR GOVERNMENT

STATE & LOCAL GOVERNMENT
ALL ENGINEERS

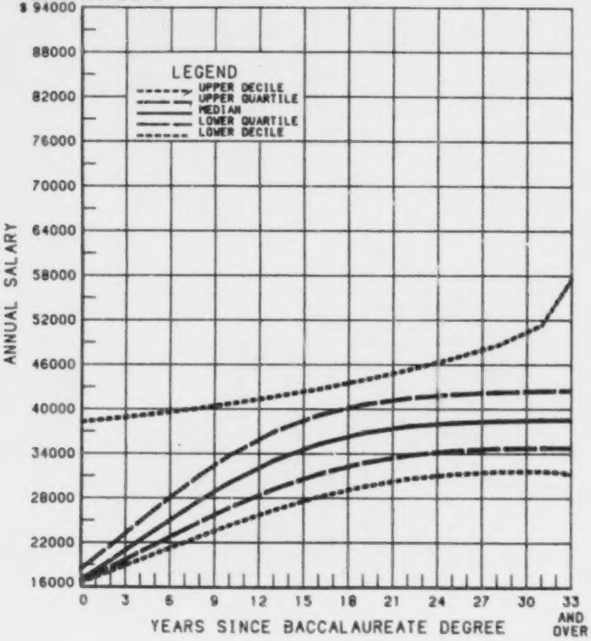


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26100	27550	29000	30450	31900	33350	34700	36050	37300
UPPER QUARTILE	21300	22750	24250	25700	27150	28550	29950	31200	32450
MEDIAN	20300	21300	22350	23350	24350	25400	26400	27350	28300
LOWER QUARTILE	19000	19750	20500	21250	22000	22750	23500	24250	25000
LOWER DECILE	17850	18400	19000	19550	20150	20750	21350	21950	22600
MEAN	21450	22400	23400	24450	25450	26400	27400	28350	29300
TOTAL NUMBER	58	55	50	41	32	49	53	37	31
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	1	0	2	0	0

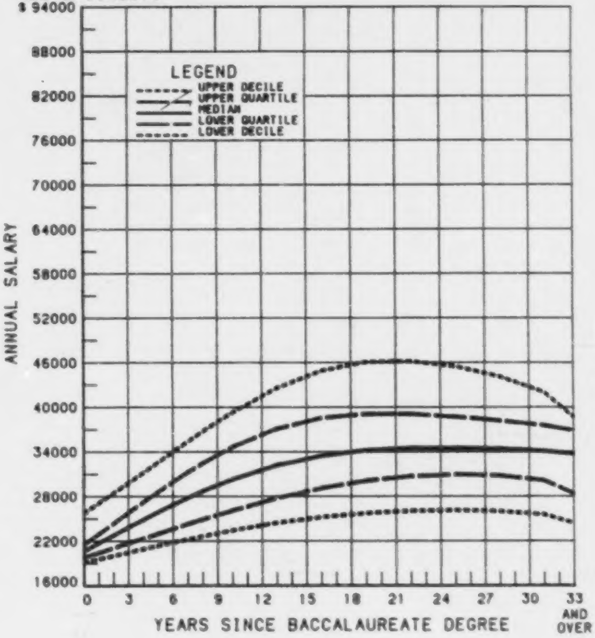
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39600	42550	44800	46450	47550	48300	48750	49100	49300
UPPER QUARTILE	34600	37150	38900	40000	40650	41050	41250	41350	41400
MEDIAN	30100	32500	34400	35800	36750	37300	37600	37750	37700
LOWER QUARTILE	26450	28500	30250	31650	32700	33350	33750	33900	33700
LOWER DECILE	23800	25550	27150	28500	29500	30200	30500	30300	28900
MEAN	31050	33400	35300	36700	37750	38400	38800	39050	39100
TOTAL NUMBER	145	149	110	110	114	151	115	110	126
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	1	1	0	0	0	0	0	0	0

ENGINEERS COVERED - 1544

STATE & LOCAL GOVERNMENT. SUPERVISORY
ALL ENGINEERS



STATE & LOCAL GOVERNMENT. NON-SUPERVISORY
ALL ENGINEERS



STATE & LOCAL GOVERNMENT, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38300	38500	38700	38950	39150	39400	39650	39900	40150
UPPER QUARTILE	18450	20000	21600	23250	24900	26500	28100	29600	31100
MEDIAN	17000	18250	19600	20950	22350	23700	25050	26400	27700
LOWER QUARTILE	16750	17700	18700	19700	20750	21750	22800	23800	24800
LOWER DECILE	16650	17400	18150	18950	19700	20500	21300	22050	22850
MEAN	21250	22250	23250	24250	25250	26250	27250	28250	29200
TOTAL NUMBER	7	8	11	8	9	11	19	11	13
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40750	41700	42750	43950	45300	46850	48600	51350	57500
UPPER QUARTILE	33750	36950	39200	40650	41500	42000	42300	42450	42550
MEDIAN	30100	33100	35300	36800	37700	38150	38400	38550	38550
LOWER QUARTILE	26700	29250	31300	32800	33800	34400	34700	34800	34800
LOWER DECILE	24350	26400	28200	29600	30650	31250	31600	31650	31400
MEAN	31050	33600	35700	37350	38600	39450	40050	40450	40700
TOTAL NUMBER	79	97	78	76	82	112	88	82	104
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	1	1	0	0	0	0	0	0	0

ENGINEERS COVERED - 904

STATE & LOCAL GOVERNMENT, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25750	27100	28450	29800	31200	32600	34000	35400	36750
UPPER QUARTILE	21550	22950	24350	25800	27200	28600	29950	31250	32450
MEDIAN	20650	21750	22800	23850	24850	25900	26850	27800	28700
LOWER QUARTILE	19800	20450	21100	21750	22350	23000	23650	24300	24900
LOWER DECILE	19100	19600	20050	20500	20950	21400	21850	22250	22650
MEAN	21450	22400	23400	24450	25450	26400	27400	28350	29250
TOTAL NUMBER	50	47	38	33	23	38	33	26	17
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	1	0	0	1	0	1	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39300	42600	44900	46100	46200	45500	44150	42050	38700
UPPER QUARTILE	34650	37100	38550	39100	39100	38700	38200	37550	36900
MEDIAN	30300	32200	33450	34200	34500	34500	34400	34100	33750
LOWER QUARTILE	26100	27750	29100	30100	30700	30950	30800	30150	28400
LOWER DECILE	23450	24450	25200	25750	26050	26150	26000	25550	24400
MEAN	30900	33000	34450	35250	35450	35250	34750	33850	32550
TOTAL NUMBER	65	52	32	34	32	38	26	28	21
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 640

REGIONAL CURVES AND TABLES

REGIONAL BREAKDOWNS

NEW ENGLAND

- Connecticut
- Maine
- Massachusetts
- New Hampshire
- Rhode Island
- Vermont

MIDDLE ATLANTIC

- New Jersey
- New York
- Pennsylvania

EAST NORTH CENTRAL

- Illinois
- Indiana
- Michigan
- Ohio
- Wisconsin

WEST NORTH CENTRAL

- Iowa
- Kansas
- Minnesota
- Missouri
- Nebraska
- North Dakota
- South Dakota

SOUTH ATLANTIC

- Delaware
- District of Columbia
- Florida
- Georgia
- Maryland

SOUTH ATLANTIC (cont'd)

- North Carolina
- South Carolina
- Virginia
- West Virginia

EAST SOUTH CENTRAL

- Alabama
- Kentucky
- Mississippi
- Tennessee

WEST SOUTH CENTRAL

- Arkansas
- Louisiana
- Oklahoma
- Texas

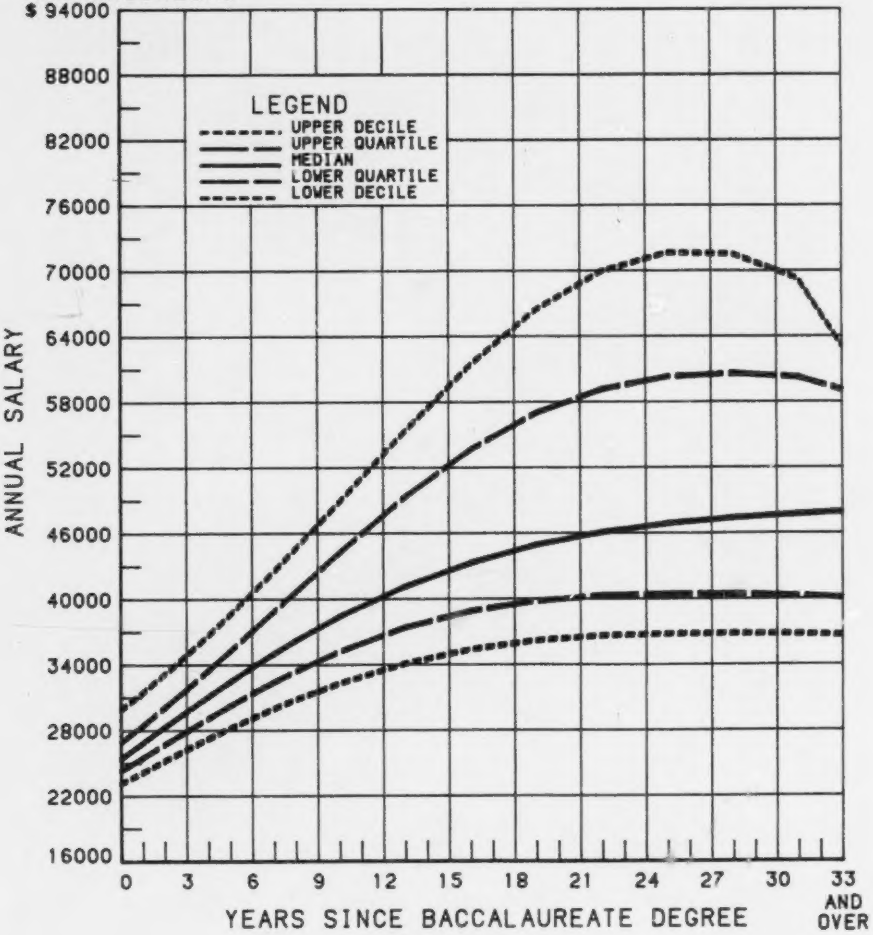
MOUNTAIN

- Arizona
- Colorado
- Idaho
- Montana
- Nevada
- New Mexico
- Utah
- Wyoming

PACIFIC

- Alaska
- California
- Hawaii
- Oregon
- Washington

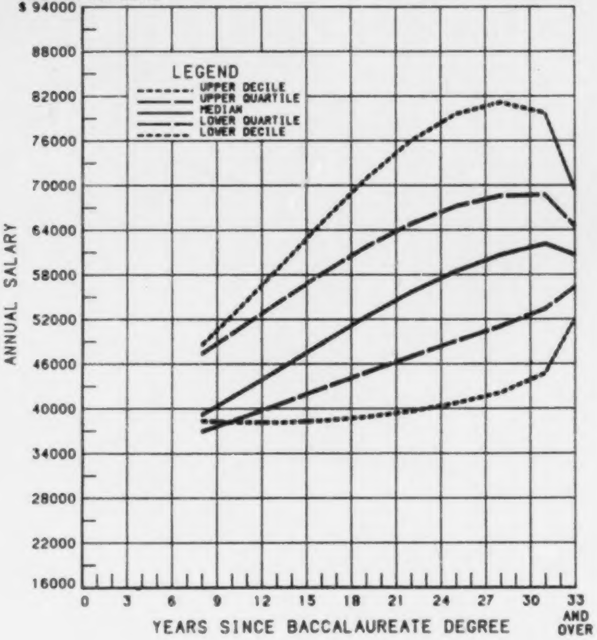
NEW ENGLAND
ALL ENGINEERS

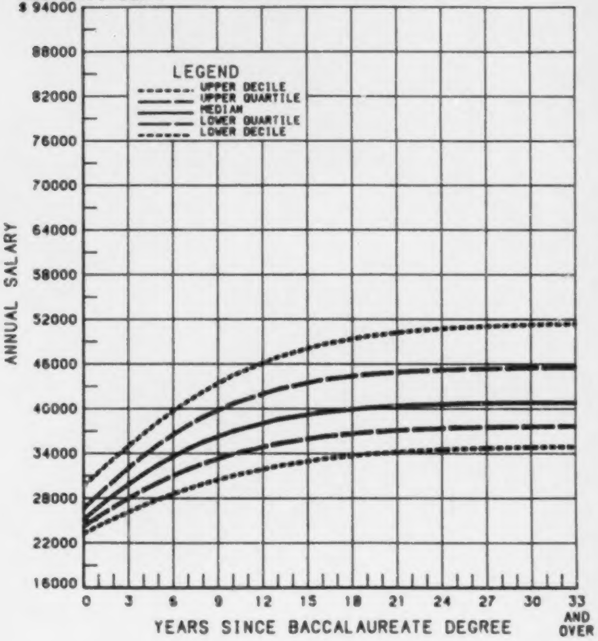


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29900	31500	33150	34900	36700	38600	40550	42550	44650
UPPER QUARTILE	26900	28450	30100	31750	33500	35250	37050	38850	40650
MEDIAN	25400	26850	28300	29700	31100	32450	33750	35000	36200
LOWER QUARTILE	24300	25500	26700	27900	29100	30250	31350	32400	33400
LOWER DECILE	23150	24150	25200	26250	27250	28200	29100	30000	30800
MEAN	26050	27400	28750	30100	31500	32900	34350	35750	37150
TOTAL NUMBER	81	60	81	49	125	77	33	45	61
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48900	55350	61400	66450	69950	71650	71550	69300	63150
UPPER QUARTILE	44250	49350	53650	57000	59150	60300	60600	60250	59100
MEDIAN	38400	41150	43300	44950	46100	46900	47400	47750	47950
LOWER QUARTILE	35200	37400	38900	39800	40300	40450	40450	40300	40100
LOWER DECILE	32300	34100	35400	36200	36650	36800	36850	36800	36700
MEAN	39850	43550	46650	49000	50550	51350	51650	51550	50850
TOTAL NUMBER	181	240	103	148	105	138	33	43	132
OVER $93000	0	0	0	1	0	1	5	3	2
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1746


NEW ENGLAND. SUPERVISORY
ALL ENGINEERS


NEW ENGLAND. NON-SUPERVISORY
ALL ENGINEERS

NEW ENGLAND, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	48600
UPPER QUARTILE	0	0	0	0	0	0	0	0	47400
MEDIAN	0	0	0	0	0	0	0	0	39200
LOWER QUARTILE	0	0	0	0	0	0	0	0	36950
LOWER DECILE	0	0	0	0	0	0	0	0	38350
MEAN	0	0	0	0	0	0	0	0	42000
TOTAL NUMBER	0	0	0	3	2	2	0	3	6
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52500	58650	64950	70900	76000	79600	81150	79750	69350
UPPER QUARTILE	50100	54150	58100	61750	64850	67200	68600	68750	64500
MEDIAN	41550	45100	48750	52350	55650	58450	60650	62150	60650
LOWER QUARTILE	38350	40500	42700	44850	47000	49100	51050	53400	56350
LOWER DECILE	38200	38150	38400	38900	39650	40750	42150	44750	52050
MEAN	44200	47550	50900	54150	57100	59650	61600	63050	62000
TOTAL NUMBER	38	162	53	85	45	89	23	22	45
OVER $93000	0	0	0	1	0	1	5	3	2
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 584

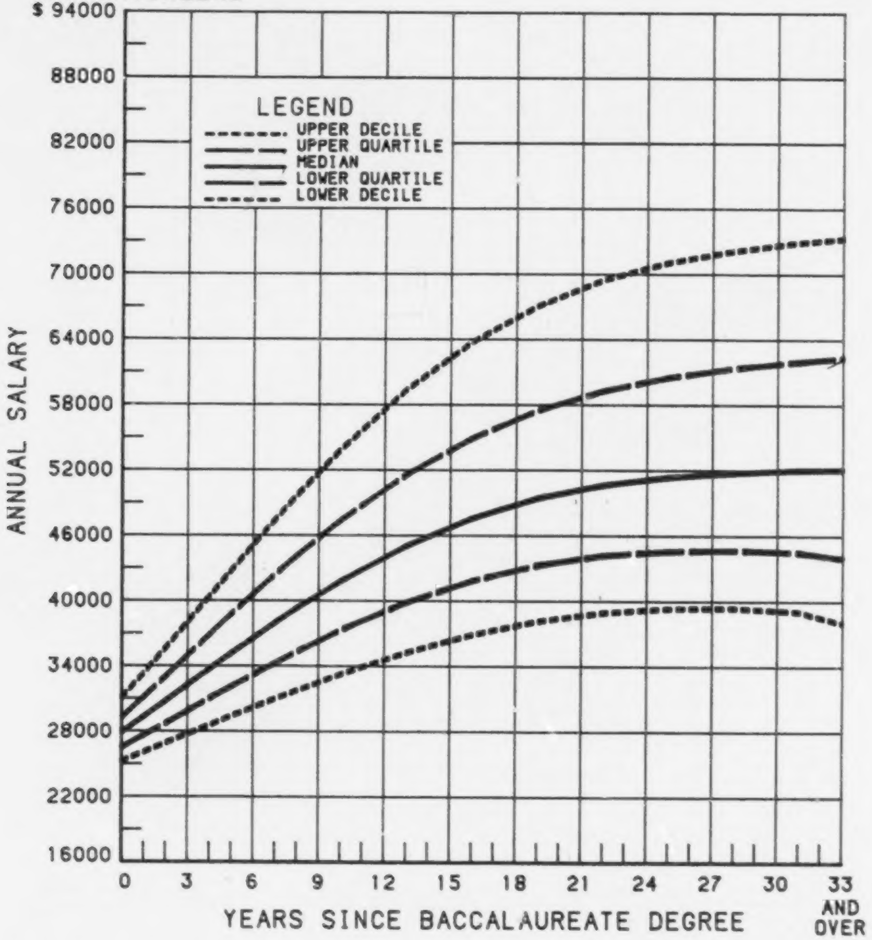
NEW ENGLAND, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29650	31500	33300	35000	36650	38250	39700	41050	42300
UPPER QUARTILE	26600	28500	30300	32050	33700	35200	36550	37800	38900
MEDIAN	25150	26800	28400	29850	31250	32500	33600	34650	35550
LOWER QUARTILE	24200	25550	26800	28000	29100	30100	31050	31900	32650
LOWER DECILE	23250	24300	25250	26150	27050	27850	28600	29300	29950
MEAN	25750	27300	28850	30300	31650	32900	34050	35100	36050
TOTAL NUMBER	80	60	51	45	123	75	32	41	55
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44500	46950	48650	49750	50450	50900	51150	51350	51400
UPPER QUARTILE	40700	42650	43900	44650	45050	45300	45450	45550	45550
MEDIAN	37000	38600	39550	40150	40500	40700	40800	40850	40850
LOWER QUARTILE	33950	35350	36300	36900	37250	37500	37600	37650	37700
LOWER DECILE	31050	32350	33300	33950	34350	34650	34800	34900	34950
MEAN	37650	39400	40550	41250	41700	42000	42150	42200	42250
TOTAL NUMBER	142	78	50	62	60	49	10	21	87
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1161

MIDDLE ATLANTIC
ALL ENGINEERS

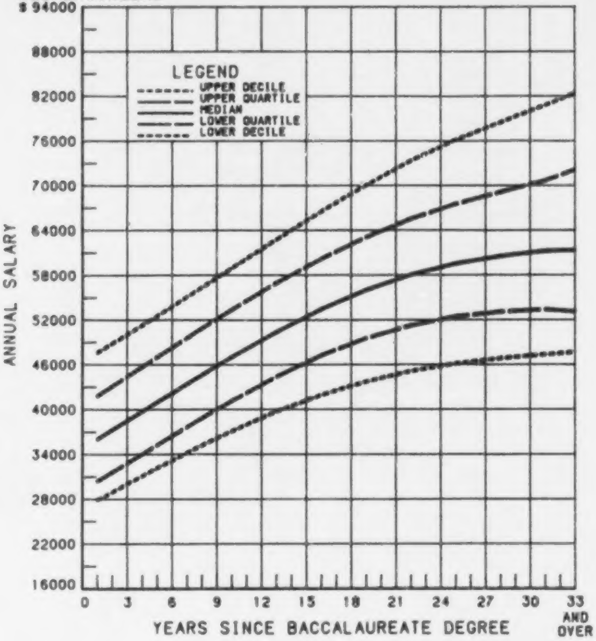


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31050	33300	35650	38050	40400	42800	45150	47450	49700
UPPER QUARTILE	29200	31100	33000	34950	36850	38750	40600	42400	44150
MEDIAN	27850	29300	30750	32250	33700	35150	36550	37950	39300
LOWER QUARTILE	26450	27600	28700	29850	31000	32100	33200	34250	35300
LOWER DECILE	25250	26050	26900	27750	28550	29400	30200	31000	31750
MEAN	28100	29700	31250	32850	34400	35950	37450	38900	40250
TOTAL NUMBER	808	714	708	744	661	692	511	518	441
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

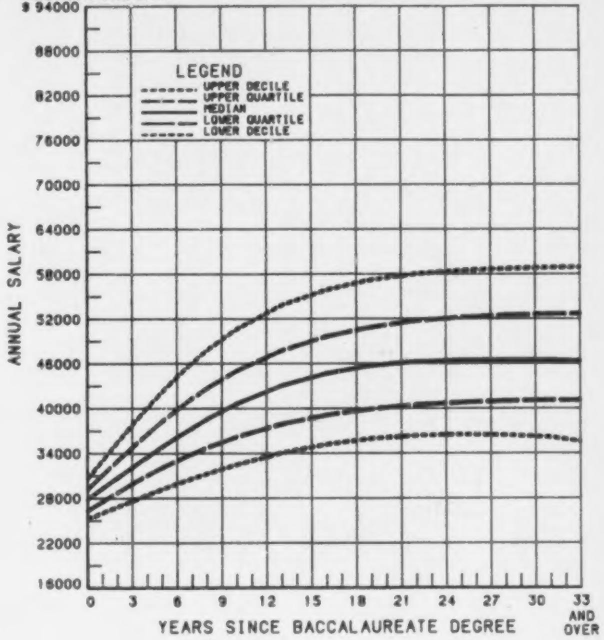
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53900	59400	63800	67100	69500	71100	72150	72950	73300
UPPER QUARTILE	47400	51600	54950	57500	59300	60550	61400	62000	62350
MEDIAN	41800	45050	47600	49450	50650	51400	51800	52050	52100
LOWER QUARTILE	37300	39850	41850	43300	44200	44600	44700	44500	43950
LOWER DECILE	33250	35250	36900	38150	38950	39350	39400	39050	38000
MEAN	42850	46150	48750	50750	52200	53200	53850	54400	54650
TOTAL NUMBER	1296	1374	1067	1036	906	994	762	678	1450
OVER $93000	0	3	0	0	7	5	38	4	29
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 15369

MIDDLE ATLANTIC, SUPERVISORY
ALL ENGINEERS



MIDDLE ATLANTIC, NON-SUPERVISORY
ALL ENGINEERS



MIDDLE ATLANTIC, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	47600	48850	50050	51300	52550	53800	55100	56350
UPPER QUARTILE	0	41800	43100	44400	45700	47000	48300	49600	50900
MEDIAN	0	36050	37300	38500	39750	41000	42200	43450	44550
LOWER QUARTILE	0	30400	31600	32800	34000	35200	36450	37650	38850
LOWER DECILE	0	27900	28950	30050	31100	32150	33150	34200	35200
MEAN	0	36950	38150	39350	40550	41750	42950	44200	45350
TOTAL NUMBER	4	8	14	17	40	42	59	97	77
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58950	62800	66550	70100	73350	76200	78500	80800	82400
UPPER QUARTILE	53400	56950	60200	63100	65550	67550	69150	70700	72150
MEDIAN	47050	50400	53450	56000	58050	59550	60550	61250	61350
LOWER QUARTILE	41150	44400	47250	49550	51250	52450	53100	53400	53100
LOWER DECILE	37100	39750	41950	43750	45150	46150	46850	47350	47700
MEAN	47700	51050	54100	56750	58950	60650	61850	62850	63400
TOTAL NUMBER	281	526	434	481	401	391	374	342	603
OVER $93000	0	3	0	0	7	5	38	4	29
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4198

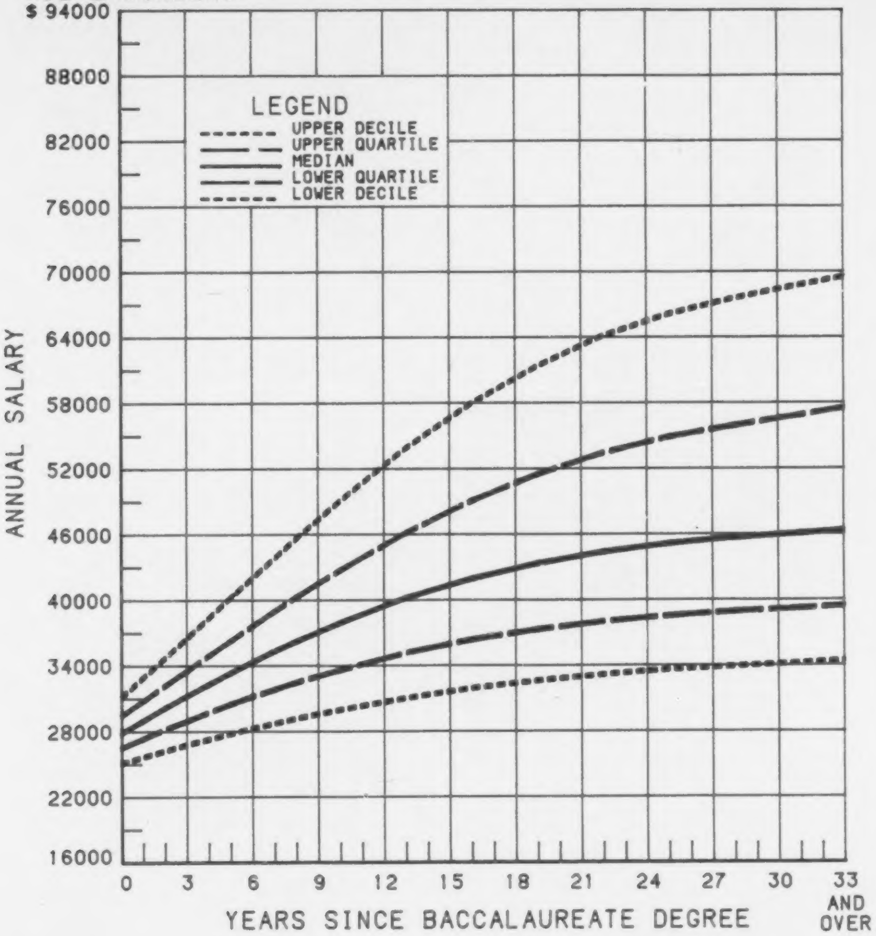
MIDDLE ATLANTIC, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30600	33050	35500	37850	40100	42250	44250	46100	47800
UPPER QUARTILE	29150	31100	33000	34850	36600	38300	39850	41350	42700
MEDIAN	27850	29300	30750	32150	33550	34900	36200	37400	38600
LOWER QUARTILE	26300	27550	28750	29950	31050	32100	33050	33950	34800
LOWER DECILE	25250	26050	26850	27650	28450	29200	29950	30650	31300
MEAN	27950	29600	31150	32650	34100	35500	36800	38000	39100
TOTAL NUMBER	803	706	694	727	621	649	452	421	363
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50650	53850	55900	57250	58050	58500	58750	58900	58950
UPPER QUARTILE	45050	47750	49650	50900	51750	52200	52500	52650	52700
MEDIAN	40650	43050	44700	45750	46250	46450	46500	45450	46350
LOWER QUARTILE	36250	37950	39150	39950	40500	40800	41000	41100	41100
LOWER DECILE	32550	34100	35250	36000	36400	36550	36450	36150	35600
MEAN	41050	43350	44950	46050	46750	47200	47500	47650	47750
TOTAL NUMBER	1014	847	633	555	504	603	388	335	847
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 11171

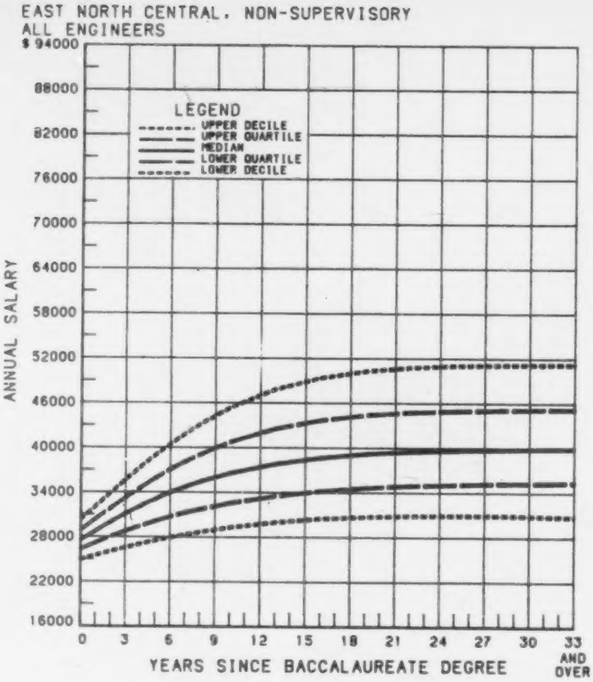
EAST NORTH CENTRAL
ALL ENGINEERS

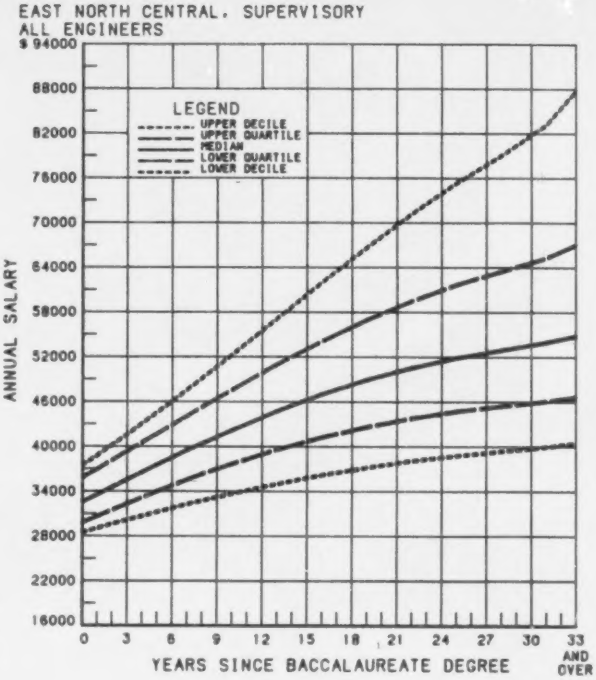


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31150	32950	34750	36550	38400	40250	42050	43850	45650
UPPER QUARTILE	29450	30800	32200	33550	34950	36300	37650	39000	40300
MEDIAN	27850	29000	30150	31250	32300	33350	34350	35350	36250
LOWER QUARTILE	26500	27350	28200	28950	29750	30500	31200	31850	32500
LOWER DECILE	25100	25700	26250	26800	27300	27800	28300	28750	29200
MEAN	27900	29100	30250	31400	32500	33650	34750	35800	36850
TOTAL NUMBER	504	453	490	545	686	561	523	419	464
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	6	2	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49100	53900	58000	61400	64150	66150	67600	68800	69550
UPPER QUARTILE	42750	46150	49100	51500	53450	54900	55950	56900	57550
MEDIAN	37950	40200	41950	43350	44400	45150	45700	46100	46350
LOWER QUARTILE	33650	35200	36400	37350	38050	38550	38950	39250	39450
LOWER DECILE	30000	31050	31950	32650	33200	33650	33950	34250	34450
MEAN	38800	41500	43750	45600	47050	48200	49000	49700	50200
TOTAL NUMBER	1266	1217	974	796	694	680	605	583	1015
OVER $93000	0	0	0	3	31	3	9	18	39
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 12485





EAST NORTH CENTRAL, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37450	38800	40200	41600	43100	44550	46050	47600	49150
UPPER QUARTILE	35800	36950	38150	39350	40550	41700	42900	44100	45300
MEDIAN	32550	33550	34550	35550	36550	37550	38500	39500	40400
LOWER QUARTILE	29800	30650	31500	32350	33150	34000	34750	35550	36300
LOWER DECILE	28500	29050	29650	30200	30700	31250	31750	32300	32750
MEAN	32900	33950	35000	36050	37050	38100	39150	40150	41200
TOTAL NUMBER	16	18	68	43	83	91	96	69	120
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52300	57150	62000	66700	71200	75350	79050	83150	87750
UPPER QUARTILE	47600	51000	54100	57000	59500	61700	63500	65300	67050
MEDIAN	42200	44750	47000	48950	50550	51900	52950	54000	54850
LOWER QUARTILE	37700	39600	41250	42650	43800	44750	45450	46100	46650
LOWER DECILE	33700	35000	36200	37200	38100	38800	39400	40000	40500
MEAN	43150	46000	48600	50900	52950	54650	56000	57400	58700
TOTAL NUMBER	385	390	399	384	331	370	333	346	551
OVER $93000	0	0	0	3	31	3	9	18	39
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4102

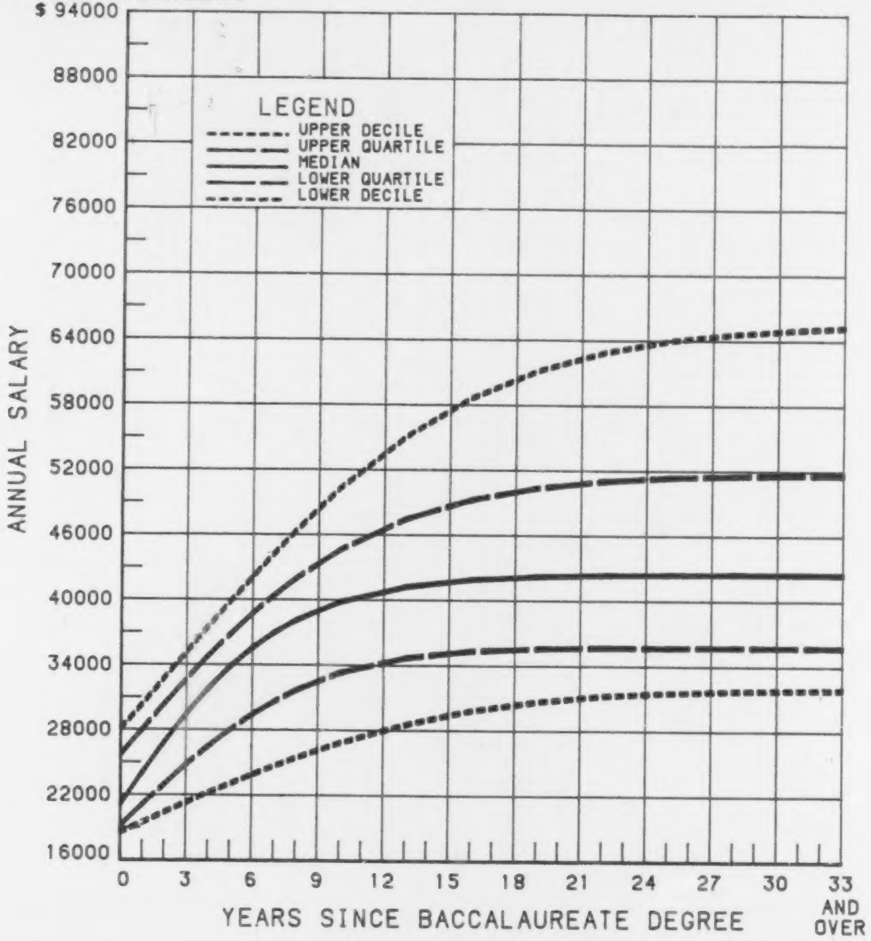
EAST NORTH CENTRAL, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30300	32100	33900	35650	37350	38950	40450	41850	43150
UPPER QUARTILE	28850	30400	31850	33250	34600	35850	37050	38100	39050
MEDIAN	27500	28750	29950	31100	32100	33050	33950	34700	35400
LOWER QUARTILE	26300	27150	28000	28750	29450	30100	30700	31250	31700
LOWER DECILE	24950	25500	26050	26550	27050	27500	27900	28300	28650
MEAN	27300	28650	29900	31050	32150	33200	34100	34950	35750
TOTAL NUMBER	487	435	422	501	603	470	426	350	344
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	15	6	6	2	4	0	2	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPEL DECILE	45400	47850	49400	50300	50800	51050	51150	51200	51200
UPPER QUARTILE	40750	42550	43700	44400	44800	45000	45100	45200	45200
MEDIAN	36550	37800	38650	39200	39500	39700	39800	39900	39900
LOWER QUARTILE	32550	33500	34200	34650	34950	35100	35250	35300	35350
LOWER DECILE	29300	30000	30500	30750	30900	30950	30950	30850	30750
MEAN	37050	38450	39400	40050	40450	40650	40800	40900	40950
TOTAL NUMBER	880	827	574	412	363	310	271	237	463
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	2	2	2	0	1	0	0	0	0

ENGINEERS COVERED - 8382

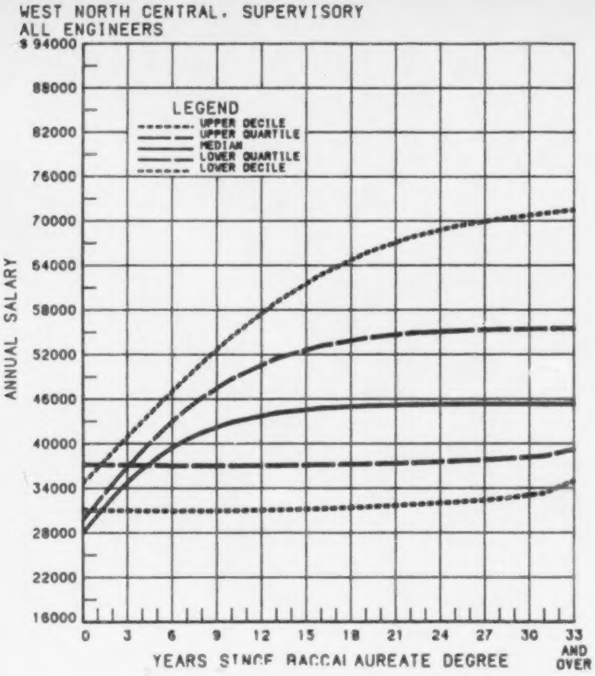
WEST NORTH CENTRAL
ALL ENGINEERS

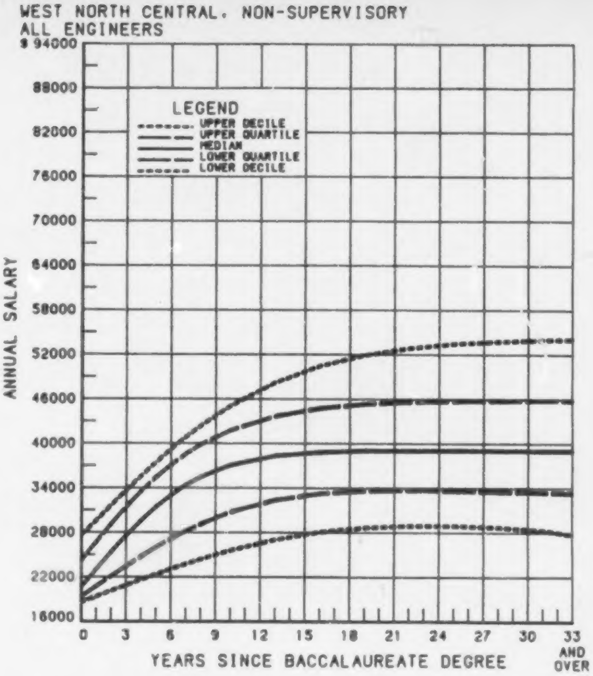


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28100	30400	32800	35150	37550	39900	42150	44350	46450
UPPER QUARTILE	25700	28050	30400	32650	34850	36850	38750	40500	42050
MEDIAN	21100	24050	26850	29450	31800	33850	35550	37000	38150
LOWER QUARTILE	19150	21100	22950	24800	26500	28050	29450	30650	31700
LOWER DECILE	18550	19450	20400	21300	22200	23050	23900	24700	25450
MEAN	22550	24650	26750	28800	30750	32600	34300	35850	37200
TOTAL NUMBER	169	140	168	154	132	177	175	147	169
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	3	0	0	0	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50350	55100	58700	61200	62900	64000	64650	65050	65250
UPPER QUARTILE	44650	47500	49300	50400	51050	51400	51550	51650	51650
MEDIAN	39850	41250	41950	42250	42400	42450	42500	42500	42500
LOWER QUARTILE	33300	34700	35350	35600	35700	35700	35750	35750	35750
LOWER DECILE	26850	28550	29850	30700	31250	31550	31750	31850	31900
MEAN	39550	42050	43600	44500	45050	45350	45500	45550	45600
TOTAL NUMBER	481	497	341	299	260	286	269	253	509
OVER $93000	0	0	0	0	7	3	2	3	25
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4634





WEST NORTH CENTRAL, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34700	0	38850	40950	43000	45050	47050	49000	50900
UPPER QUARTILE	29700	0	34600	36900	39050	41100	43000	44700	46200
MEDIAN	28000	0	32750	34800	36600	38150	39500	40600	41500
LOWER QUARTILE	37200	0	37150	37150	37100	37100	37050	37050	37050
LOWER DECILE	31100	0	31000	31000	30950	30950	30950	30950	30950
MEAN	29550	0	33250	35000	36600	38100	39450	40700	41800
TOTAL NUMBER	18	4	18	10	43	58	58	36	72
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	54450	59100	62800	65700	67800	69300	70300	71050	71500
UPPER QUARTILE	48750	51500	53200	54250	54900	55200	55400	55500	55500
MEDIAN	42900	44150	44800	45100	45250	45350	45350	45350	45350
LOWER QUARTILE	37050	37100	37200	37300	37450	37700	37950	38350	39250
LOWER DECILE	31000	31100	31250	31500	31800	32150	32600	33350	35000
MEAN	43650	45700	47000	47850	48350	48650	48800	48900	48900
TOTAL NUMBER	170	258	192	152	150	164	171	150	327
OVER $93000	0	0	0	0	7	2	2	3	24
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2068

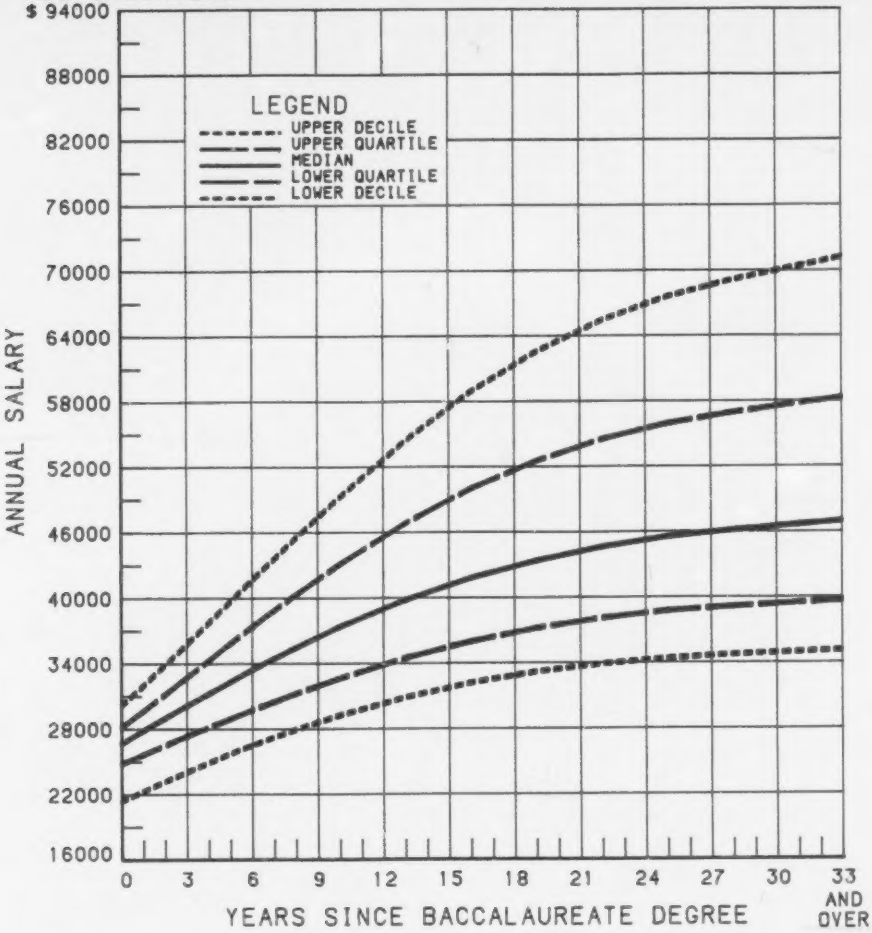
WEST NORTH CENTRAL, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27650	29650	31700	33700	35600	37450	39250	40900	42400
UPPER QUARTILE	24200	26700	29150	31450	33550	35450	37100	38600	39850
MEDIAN	20600	23000	25350	27550	29600	31450	33050	34400	35500
LOWER QUARTILE	19350	20750	22100	23450	24750	26000	27150	28200	29150
LOWER DECILE	18600	19400	20150	20900	21650	22350	23100	23750	24400
MEAN	22050	23950	25850	27600	29250	30800	32200	33450	34550
TOTAL NUMBER	151	135	150	144	89	118	116	110	96
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	3	0	0	0	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45100	48250	50500	51950	52900	53500	53800	54050	54100
UPPER QUARTILE	41800	43700	44800	45350	45650	45750	45800	45850	45850
MEDIAN	37100	38350	38850	39050	39050	39100	39050	39050	39050
LOWER QUARTILE	30800	32400	33300	33650	33750	33650	33550	33450	33350
LOWER DECILE	25600	27050	28100	28700	28950	28950	28750	28350	27750
MEAN	36350	38200	39300	39900	40250	40450	40550	40600	40650
TOTAL NUMBER	311	239	149	147	109	121	98	93	182
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $15000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2565

SOUTH ATLANTIC
ALL ENGINEERS

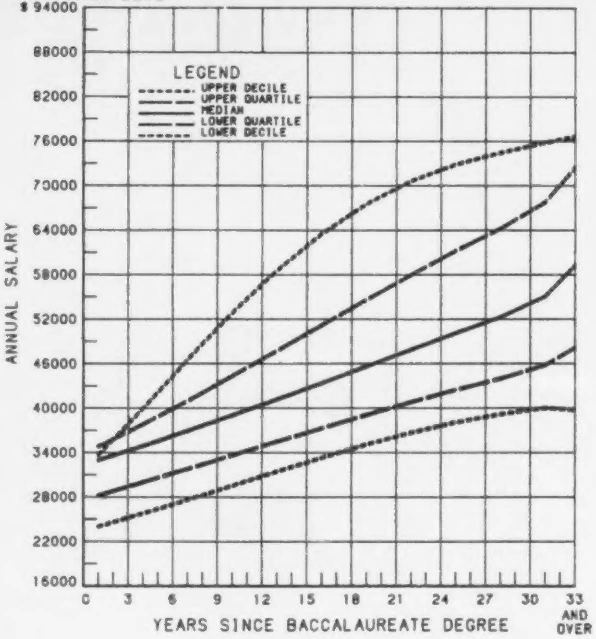


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30150	32000	33900	35800	37750	39700	41700	43600	45550
UPPER QUARTILE	28150	29650	31200	32750	34300	35850	37350	38850	40300
MEDIAN	26650	27850	29000	30150	31250	32350	33450	34450	35450
LOWER QUARTILE	24800	25650	26500	27350	28150	28950	29750	30500	31250
LOWER DECILE	21400	22300	23200	24050	24900	25750	26500	27250	27950
MEAN	26400	27650	28950	30200	31450	32700	33900	35050	36200
TOTAL NUMBER	220	305	266	297	336	289	338	160	248
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

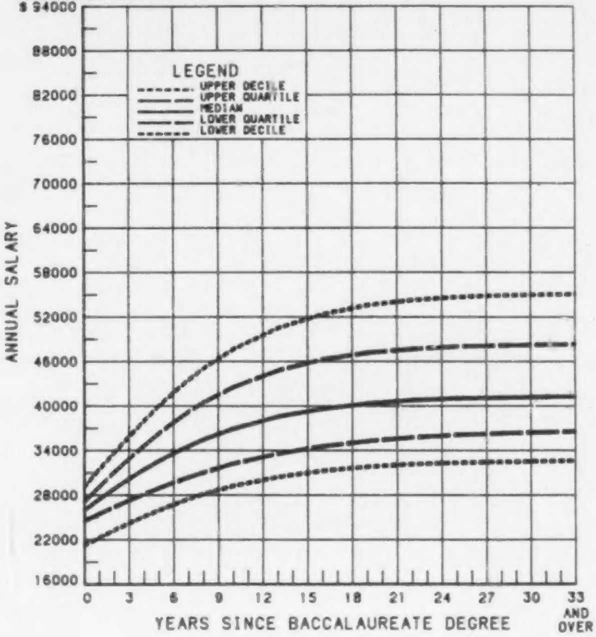
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49250	54400	58900	62550	65450	67600	69150	70400	71200
UPPER QUARTILE	43100	46850	50000	52550	54500	55950	56950	57800	58300
MEDIAN	37350	39800	41800	43400	44650	45550	46150	46700	47000
LOWER QUARTILE	32650	34500	36000	37200	38100	38750	39150	39500	39700
LOWER DECILE	29250	30900	32200	33200	33900	34400	34750	35000	35150
MEAN	38400	41300	43800	45750	47300	48450	49300	50000	50400
TOTAL NUMBER	682	615	571	460	474	581	515	342	752
OVER $93000	0	0	0	0	0	0	0	4	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 7461

SOUTH ATLANTIC. SUPERVISORY
ALL ENGINEERS



SOUTH ATLANTIC. NON-SUPERVISORY
ALL ENGINEERS



SOUTH ATLANTIC, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	33650	35750	0	40000	42200	44350	45550	48700
UPPER QUARTILE	0	34800	35800	0	37850	38900	39950	41000	42100
MEDIAN	0	32950	33600	0	34900	35550	36250	36950	37650
LOWER QUARTILE	0	28200	28800	0	30000	30600	31200	31800	32400
LOWER DECILE	0	24000	24600	0	25800	26400	27000	27650	28250
MEAN	0	31400	32300	0	34150	35100	36050	37000	37950
TOTAL NUMBER	0	13	17	3	39	27	57	34	34
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52850	58600	63550	67550	70650	72900	74500	75850	76650
UPPER QUARTILE	44350	47750	51200	54650	58000	61250	64250	67800	72400
MEDIAN	39050	41200	43400	45650	47900	50150	52300	55100	59250
LOWER QUARTILE	33650	35500	37300	39100	40850	42500	44000	45800	48150
LOWER DECILE	29550	31450	33300	35100	36700	38100	39200	40050	39750
MEAN	39850	42700	45450	48100	50550	52750	54750	56900	59350
TOTAL NUMBER	243	288	272	234	204	355	285	198	375
OVER $93000	0	0	0	0	0	0	0	4	0
UNDER $18000	0	0	0	0	0	0	0	0	0

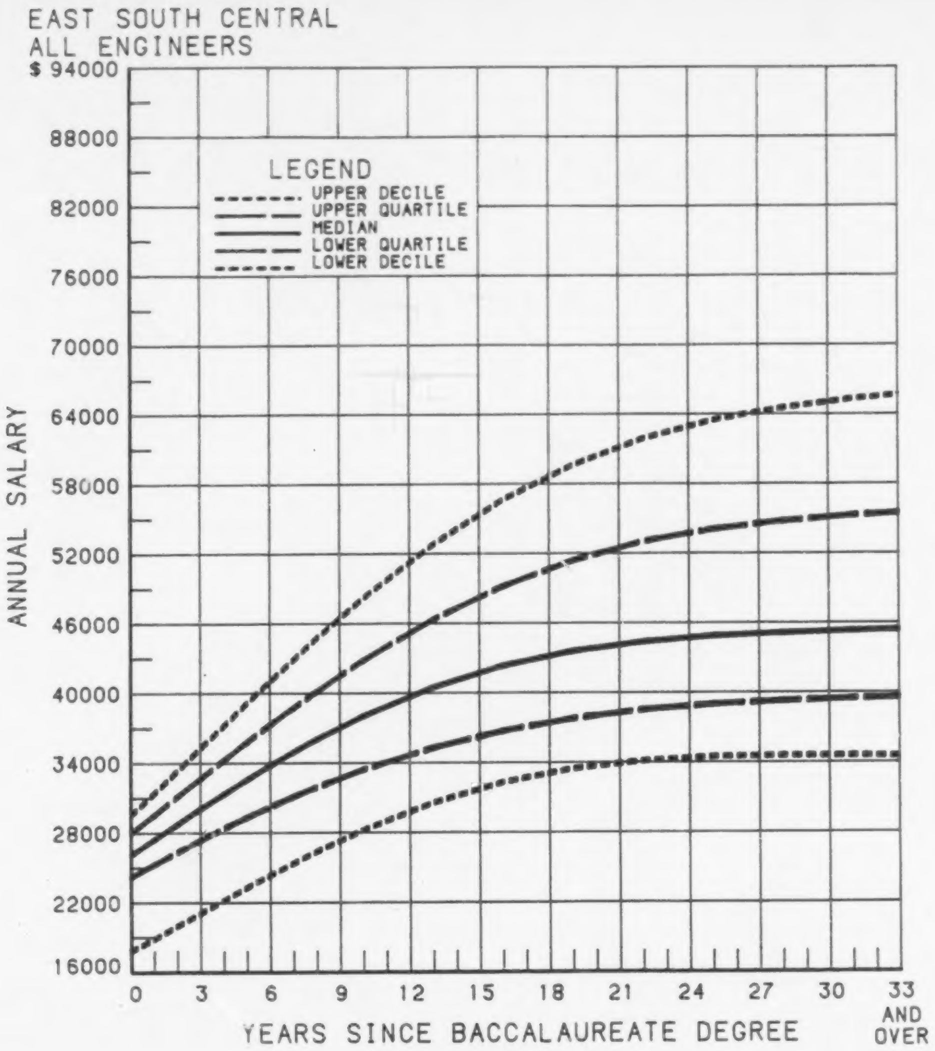
ENGINEERS COVERED - 2694

SOUTH ATLANTIC, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29100	31450	33700	35900	38000	40000	41800	43500	45050
UPPER QUARTILE	27100	29100	31050	32900	34650	36300	37800	39200	40450
MEDIAN	25950	27450	28850	30200	31450	32600	33650	34600	35500
LOWER QUARTILE	24500	25500	26400	27300	28150	28950	29700	30400	31050
LOWER DECILE	21250	22300	23300	24200	25150	26000	26750	27500	28150
MEAN	25850	27350	28800	30200	31550	32800	33950	35050	36000
TOTAL NUMBER	220	292	248	294	296	262	271	126	214
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47650	50500	52400	53600	54300	54700	54950	55050	55100
UPPER QUARTILE	42550	44800	46300	47200	47700	48050	48200	48300	48350
MEDIAN	36950	38600	39650	40350	40800	41050	41150	41250	41300
LOWER QUARTILE	32250	33600	34600	35300	35800	36150	36350	36500	36600
LOWER DECILE	29250	30450	31300	31850	32200	32400	32500	32600	32650
MEAN	37700	39600	40900	41750	42300	42650	42850	43000	43050
TOTAL NUMBER	438	327	299	225	270	225	230	188	377
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

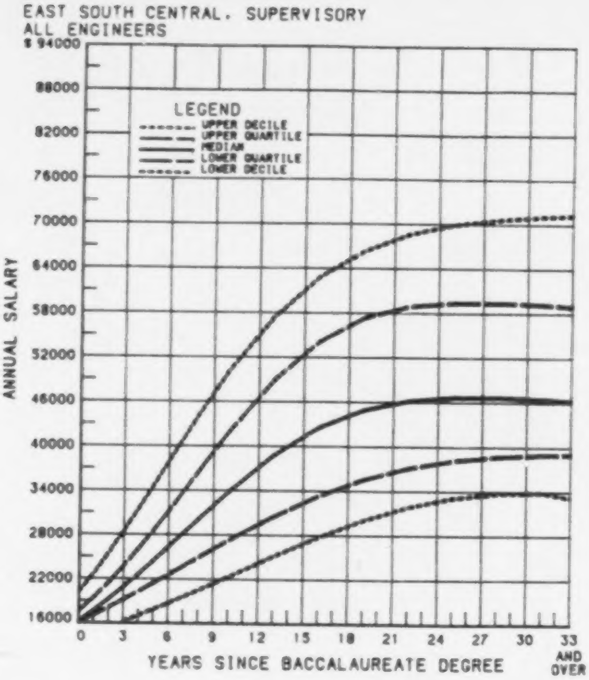
ENGINEERS COVERED - 4767

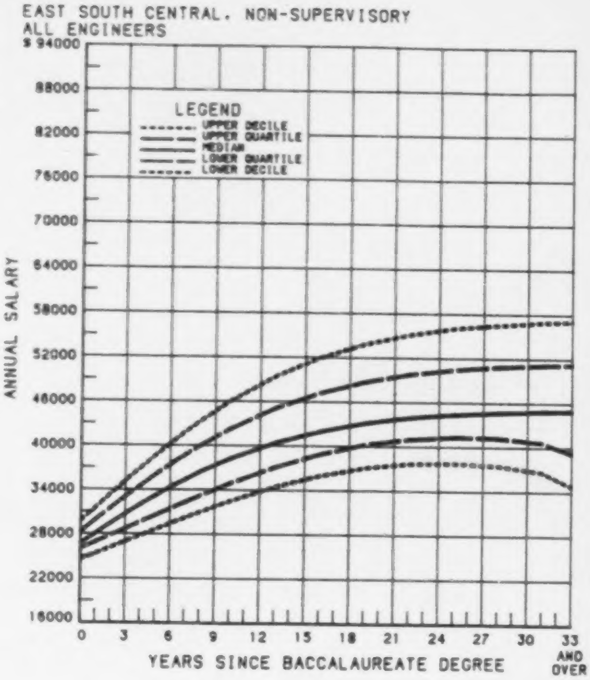


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29550	31450	33350	35300	37200	39150	41050	42900	44750
UPPER QUARTILE	28000	29550	31150	32700	34250	35800	37300	38750	40150
MEDIAN	26100	27450	28750	30100	31350	32600	33800	34950	36050
LOWER QUARTILE	24200	25300	26350	27400	28400	29350	30250	31150	31950
LOWER DECILE	17850	18900	20000	21100	22200	23300	24350	25400	26400
MEAN	25100	26600	28050	29500	30950	32350	33700	35000	36250
TOTAL NUMBER	100	82	122	179	142	134	131	107	107
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48200	52800	56650	59650	61900	63500	64550	65350	65700
UPPER QUARTILE	42850	46350	49200	51400	53050	54100	54800	55300	55500
MEDIAN	38050	40500	42350	43600	44400	44900	45150	45350	45450
LOWER QUARTILE	33450	35300	36750	37800	38550	39000	39300	39500	39600
LOWER DECILE	28250	30600	32350	33500	34150	34500	34600	34600	34550
MEAN	38550	41450	43700	45400	46600	47400	47850	48200	48300
TOTAL NUMBER	456	442	319	292	298	296	198	246	632
OVER $93000	0	0	0	0	0	0	0	0	2
UNDER $18000	0	3	0	0	0	0	0	0	0

ENGINEERS COVERED - 4291





EAST SOUTH CENTRAL, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	20200	22750	25550	28500	31600	34750	37950	0	44300
UPPER QUARTILE	17550	19450	21500	23750	26100	28600	31200	0	36600
MEDIAN	16150	17650	19250	20900	22650	24450	26350	0	30100
LOWER QUARTILE	16050	17050	18100	19200	20300	21450	22600	0	24950
LOWER DECILE	14000	14700	15450	16250	17050	17900	18750	0	20550
MEAN	17600	19200	20950	22750	24650	26550	28550	0	32450
TOTAL NUMBER	14	17	28	27	24	23	41	4	15
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	5	0	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50150	57500	62850	66400	68650	69950	70650	71100	71250
UPPER QUARTILE	41900	48950	54150	57350	58900	59400	59400	59200	58950
MEDIAN	33800	38750	42550	44950	46200	46700	46700	46500	46250
LOWER QUARTILE	27250	30500	33300	35550	37100	38150	38700	39000	39050
LOWER DECILE	22350	25150	27750	30050	31850	33100	33750	33900	33200
MEAN	36200	41050	44700	47150	48550	49250	49600	49750	49750
TOTAL NUMBER	135	187	167	134	171	173	108	147	298
OVER $93000	0	0	0	0	0	0	0	0	2
UNDER $18000	0	3	0	0	0	0	0	0	0

ENGINEERS COVERED - 1723

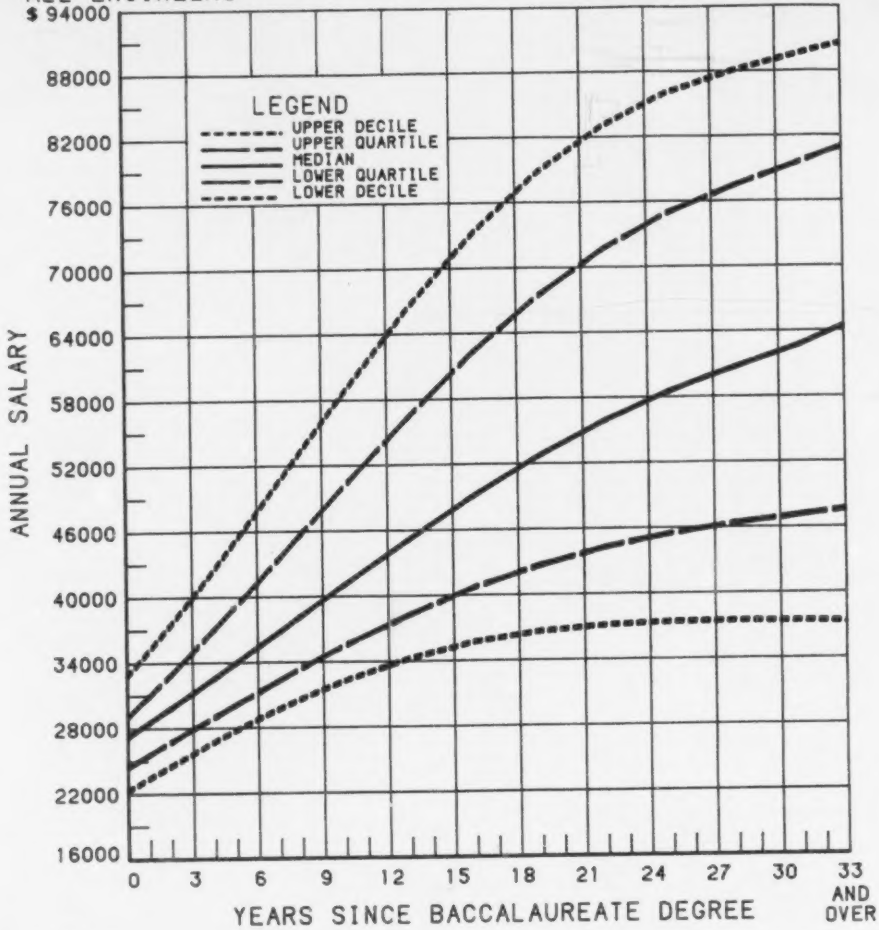
EAST SOUTH CENTRAL, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29750	31550	33400	35200	36950	38650	40250	41850	43300
UPPER QUARTILE	28250	29900	31500	33050	34550	36050	37450	38750	40000
MEDIAN	26650	28050	29400	30700	32000	33200	34350	35400	36450
LOWER QUARTILE	25950	26900	27800	28700	29650	30550	31450	32350	33200
LOWER DECILE	24550	25350	26150	27000	27800	28650	29450	30250	31000
MEAN	26700	28150	29600	31000	32350	33650	34900	36050	37100
TOTAL NUMBER	86	64	94	151	117	110	89	102	91
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46050	49400	52000	53850	55150	56050	56550	56950	57100
UPPER QUARTILE	42300	45100	47200	48750	49800	50450	50900	51150	51250
MEDIAN	38250	40400	42000	43150	43950	44400	44700	44900	44950
LOWER QUARTILE	34900	37100	38900	40250	41000	41350	41250	40650	39200
LOWER DECILE	32500	34450	36000	37100	37700	37800	37500	36650	34750
MEAN	39000	41350	43050	44250	45050	45550	45850	46000	46100
TOTAL NUMBER	321	254	151	157	126	123	90	99	333
OVER $93000	0	0	[illegible]	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2567

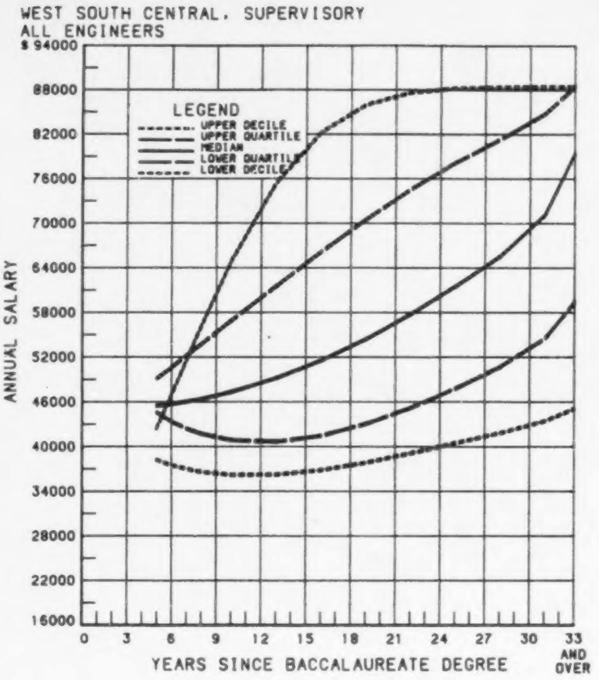
WEST SOUTH CENTRAL
ALL ENGINEERS

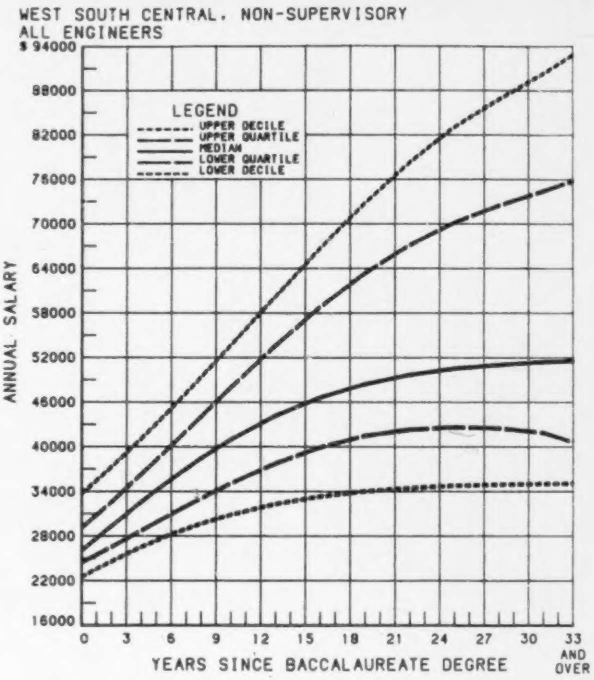


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32800	35100	37450	39900	42450	45100	47750	50450	53200
UPPER QUARTILE	29050	30950	32900	34900	37000	39100	41250	43450	45650
MEDIAN	27250	28550	29850	31200	32550	33950	35350	36750	38200
LOWER QUARTILE	24450	25600	26750	27900	29000	30150	31250	32350	33450
LOWER DECILE	22300	23450	24550	25650	26750	27800	28800	29750	30650
MEAN	27100	28650	30250	31900	33550	35200	36900	38550	40200
TOTAL NUMBER	114	108	101	193	170	195	206	179	175
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	58600	66350	73150	78750	83000	86050	88050	89600	90600
UPPER QUARTILE	50050	56400	62300	67400	71650	74950	77400	79550	81000
MEDIAN	41050	45200	49150	52750	55900	58550	60700	62750	64450
LOWER QUARTILE	35500	38300	40750	42700	44300	45500	46400	47150	47650
LOWER DECILE	32300	34300	35750	36650	37150	37400	37450	37450	37350
MEAN	43450	48100	52200	55700	58550	60800	62400	63850	64800
TOTAL NUMBER	523	582	462	496	372	285	266	113	358
OVER $93000	1	0	3	39	19	0	5	62	136
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 4907





WEST SOUTH CENTRAL, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	42450	47000	51600	56200
UPPER QUARTILE	0	0	0	0	0	49150	50650	52200	53750
MEDIAN	0	0	0	0	0	45500	45750	46050	45400
LOWER QUARTILE	0	0	0	0	0	44600	43350	42400	41700
LOWER DECILE	0	0	0	0	0	38200	37500	37000	36500
MEAN	0	0	0	0	0	45550	45450	47250	48100
TOTAL NUMBER	0	0	3	0	0	10	19	37	41
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	64900	75450	82300	86000	87650	88250	88400	88450	88450
UPPER QUARTILE	56900	61550	66150	70500	74550	78200	81350	84800	88500
MEDIAN	47350	49200	51550	54400	57750	61500	65550	71150	79400
LOWER QUARTILE	40850	40650	41450	43050	45200	47800	50700	54500	59350
LOWER DECILE	36200	36250	36850	37850	39100	40500	41850	43450	45100
MEAN	49800	52400	55100	57800	60550	63350	66100	69650	75300
TOTAL NUMBER	130	208	185	184	146	121	96	97	242
OVER $93000	1	0	3	39	19	0	5	62	96
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1526

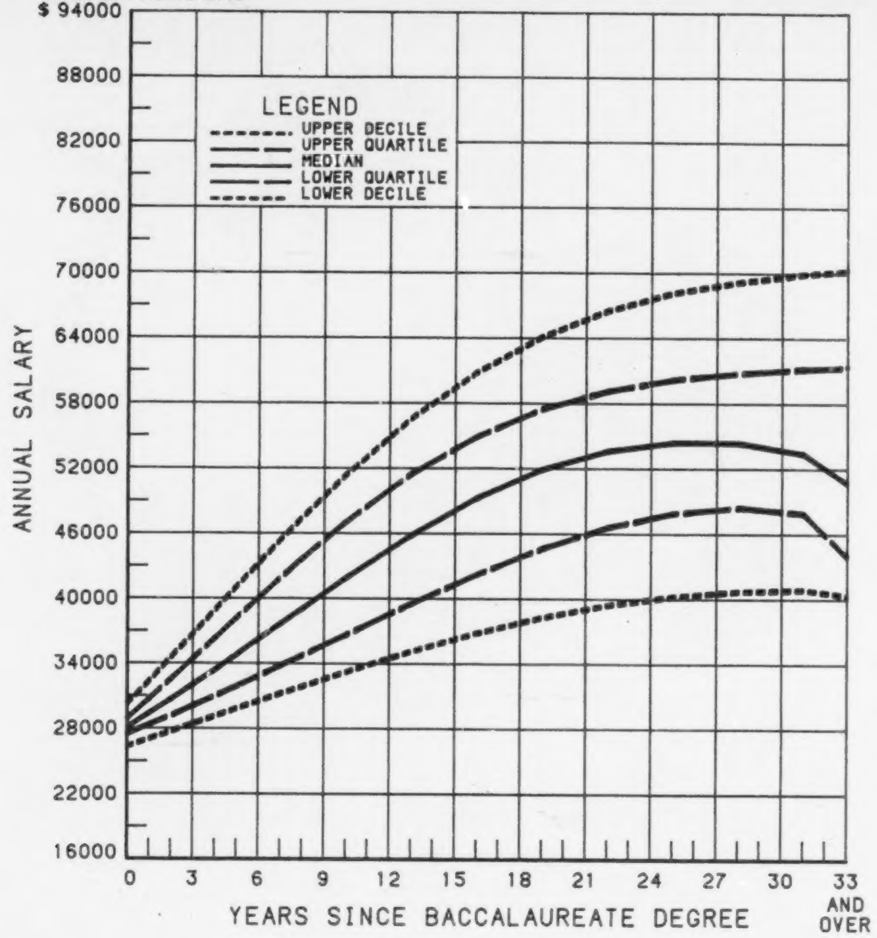
WEST SOUTH CENTRAL, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	33750	35500	37350	39250	41150	43150	45200	47250	49400
UPPER QUARTILE	29100	30850	32600	34450	36350	38250	40200	42150	44100
MEDIAN	26050	27700	29350	30950	32600	34150	35650	37100	38500
LOWER QUARTILE	24400	25500	26550	27650	28750	29850	30950	32050	33100
LOWER DECILE	22500	23600	24600	25600	26550	27400	28250	29000	29700
MEAN	26950	28450	30000	31500	33050	34600	36150	37650	39100
TOTAL NUMBER	114	108	98	193	169	185	187	141	138
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53700	50250	66750	72850	78350	83100	86850	90350	92900
UPPER QUARTILE	48000	53650	58850	63400	57200	70200	72500	74450	75850
MEDIAN	41000	44200	46650	48450	49700	50550	51050	51450	51600
LOWER QUARTILE	35100	37800	39950	41500	42350	42650	42500	41900	40650
LOWER DECILE	30900	32350	33350	34050	34500	34800	34950	35050	35100
MEAN	41950	45850	49150	51850	54000	55600	56700	57600	59150
TOTAL NUMBER	392	373	277	311	226	164	170	15	116
OVER $93000	0	0	0	0	0	0	0	0	39
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 3391

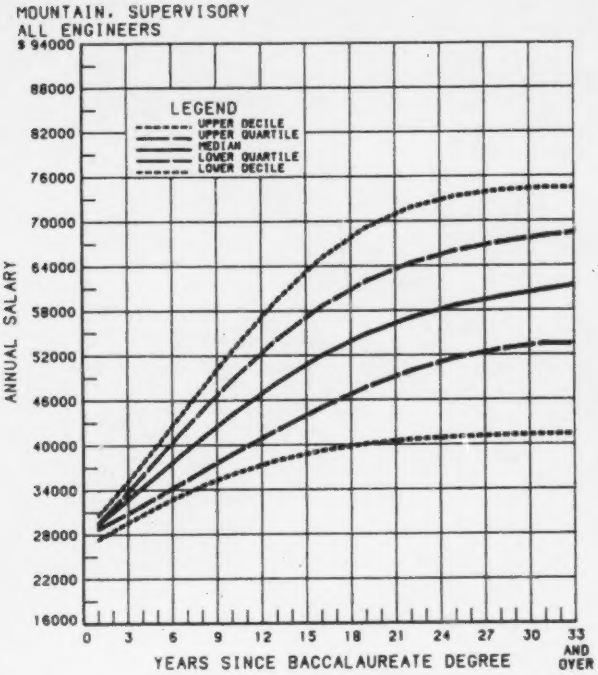
MOUNTAIN
ALL ENGINEERS

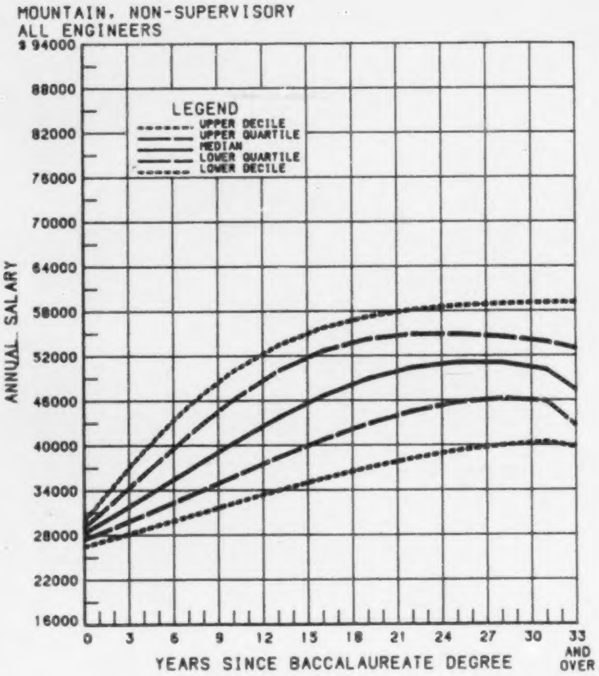


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30250	32350	34550	36700	38900	41100	43250	45400	47450
UPPER QUARTILE	28900	30700	32550	34400	36300	38200	40050	41900	43700
MEDIAN	28100	29400	30700	32050	33400	34800	36250	37650	39050
LOWER QUARTILE	27500	28350	29200	30100	31000	31900	32850	33800	34750
LOWER DECILE	26350	27050	27750	28450	29150	29850	30550	31250	31900
MEAN	28400	29700	31050	32400	33800	35200	36600	38000	39400
TOTAL NUMBER	54	80	112	76	97	122	128	118	78
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51400	56600	60850	64150	66550	68200	69200	69950	70250
UPPER QUARTILE	47050	51500	54950	57500	59150	60200	60800	61200	61350
MEDIAN	41900	45850	49300	51950	53650	54450	54400	53400	50700
LOWER QUARTILE	36650	39550	42250	44650	46600	47900	48450	47900	43950
LOWER DECILE	33250	35150	36850	38300	39450	40250	40750	40900	40350
MEAN	42100	45950	49250	51800	53600	54600	55000	54750	53700
TOTAL NUMBER	208	210	148	152	145	166	132	112	207
OVER $93000	0	0	0	0	0	0	0	0	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2354


MOUNTAIN. SUPERVISORY
ALL ENGINEERS


MOUNTAIN. NON-SUPERVISORY
ALL ENGINEERS

MOUNTAIN, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	30600	32850	35200	37600	40050	42600	45150	47650
UPPER QUARTILE	0	29550	31600	33750	35950	38150	40350	42500	44650
MEDIAN	0	29400	31050	32700	34350	36000	37650	39300	40900
LOWER QUARTILE	0	28750	29800	30850	31950	33050	34200	35300	36450
LOWER DECILE	0	27300	28450	29600	30650	31700	32700	33600	34500
MEAN	0	29300	31000	32650	34350	36050	37800	39450	41150
TOTAL NUMBER	0	5	10	6	9	52	49	50	17
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52650	59450	65050	69150	71850	73350	74100	74450	74450
UPPER QUARTILE	48700	54150	58600	61950	64400	66050	67150	68000	68450
MEDIAN	44050	48300	51950	54850	57050	58700	59800	60750	61350
LOWER QUARTILE	38700	41950	45000	47700	49900	51600	52750	53500	53450
LOWER DECILE	36050	37900	39200	40100	40700	41000	41200	41350	41400
MEAN	44350	48700	52350	55200	57300	58800	59750	60500	60950
TOTAL NUMBER	80	104	71	62	82	75	70	52	82
OVER $93000	0	0	0	0	0	0	0	0	3
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 884

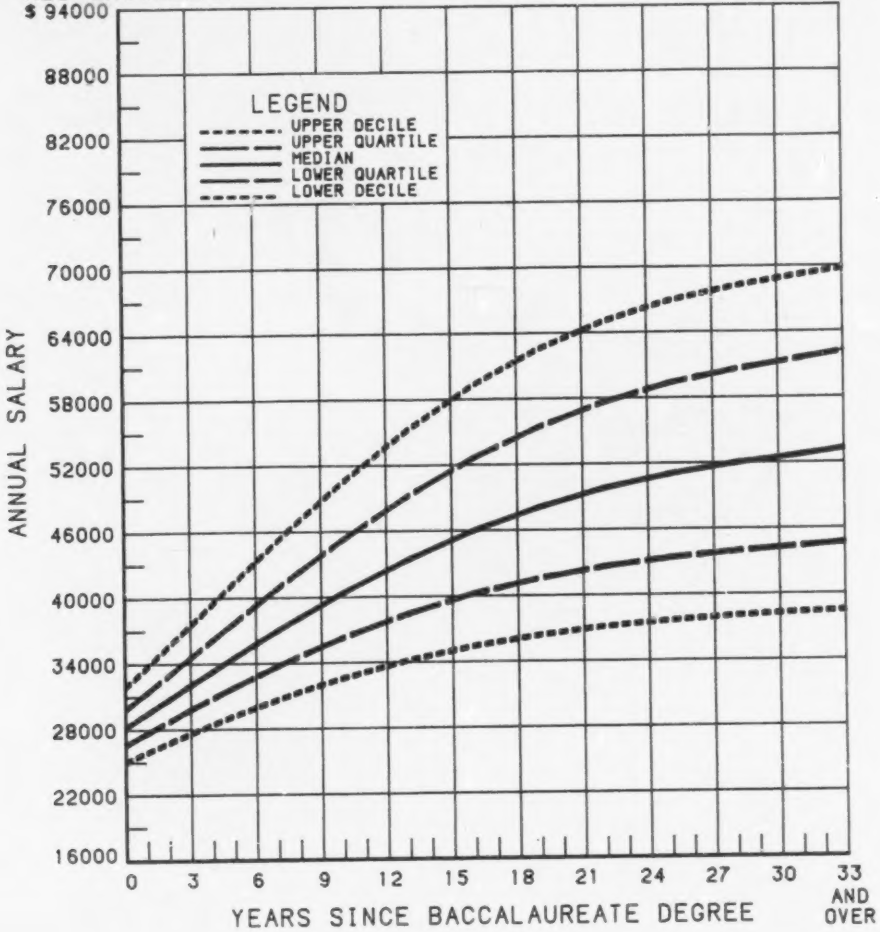
MOUNTAIN, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29900	32300	34650	37000	39250	41350	43400	45250	46950
UPPER QUARTILE	29050	30750	32500	34300	36100	37850	39600	41350	43000
MEDIAN	28300	29450	30600	31800	33000	34200	35450	36650	37900
LOWER QUARTILE	27450	28200	29000	29850	30650	31500	32350	33200	34050
LOWER DECILE	26450	27050	27600	28150	28750	29350	29900	30500	31050
MEAN	28700	29850	31000	32200	33400	34600	35800	37050	38200
TOTAL NUMBER	54	74	101	70	87	70	78	68	61
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49950	53400	55750	57250	58200	58750	59000	59150	59200
UPPER QUARTILE	46100	49950	52650	54250	54900	54900	54550	53850	52950
MEDIAN	40300	43700	46600	48900	50400	51100	51050	50100	47350
LOWER QUARTILE	35800	38350	40750	42850	44550	45750	46250	45900	42600
LOWER DECILE	32250	33950	35550	37000	38250	39300	40000	40450	39750
MEAN	40550	43750	46500	48600	49950	50600	50650	49950	48000
TOTAL NUMBER	128	105	76	89	62	91	61	59	124
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 1469

PACIFIC
ALL ENGINEERS

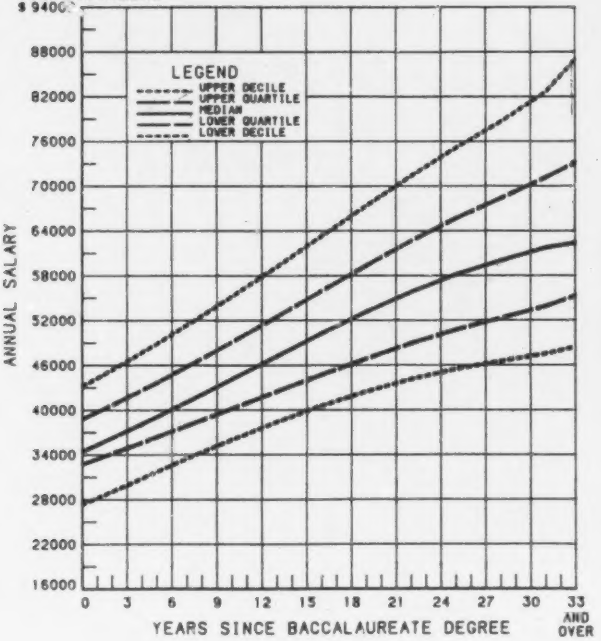


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	31850	33700	35600	37500	39450	41350	43250	45150	47000
UPPER QUARTILE	29850	31400	32950	34550	36150	37700	39300	40850	42350
MEDIAN	28200	29500	30750	32050	33300	34550	35800	37000	38150
LOWER QUARTILE	26600	27700	28750	29850	30850	31850	32800	33750	34650
LOWER DECILE	25050	25950	26800	27650	28450	29250	30000	30700	31400
MEAN	28600	29900	31200	32500	33800	35100	36350	37600	38900
TOTAL NUMBER	299	275	301	341	395	251	240	261	275
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	3	0	0	0	0

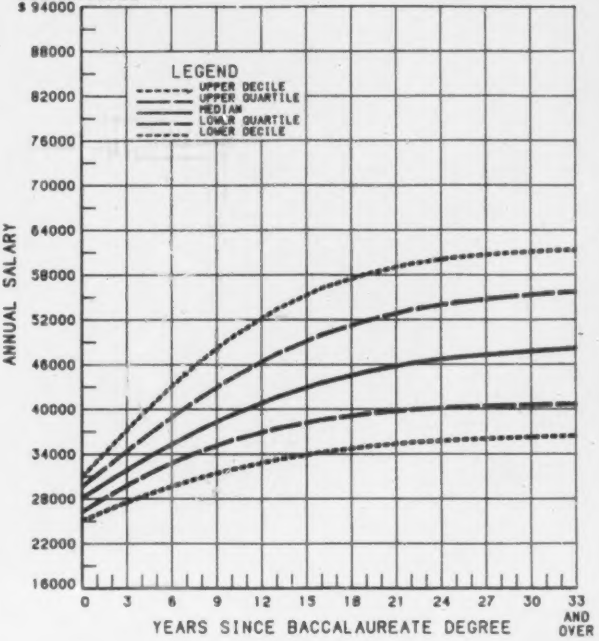
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50500	55250	59300	62550	65050	66900	68200	69200	69800
UPPER QUARTILE	45250	49200	52650	55450	57650	59350	60550	61550	62200
MEDIAN	40400	43400	46000	48100	49800	51050	52000	52750	53300
LOWER QUARTILE	36300	38450	40250	41600	42650	43400	43950	44400	44700
LOWER DECILE	32600	34200	35450	36400	37150	37650	38050	38350	38500
MEAN	41150	44250	46900	49100	50850	52150	53100	53900	54450
TOTAL NUMBER	683	776	619	618	667	589	528	384	777
OVER $93000	0	0	0	1	6	12	13	5	24
UNDER $18000	3	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 8287

PACIFIC. SUPERVISORY
ALL ENGINEERS



PACIFIC. NON-SUPERVISORY
ALL ENGINEERS



PACIFIC, SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	43200	44300	0	46550	47750	48900	50150	51400	52550
UPPER QUARTILE	38800	39750	0	41700	42700	43700	44750	45850	45900
MEDIAN	34450	35350	0	37200	38150	39100	40100	41100	42100
LOWER QUARTILE	32750	33450	0	34900	35650	36400	37150	37900	38650
LOWER DECILE	27350	28200	0	29950	30350	31750	32600	33500	34350
MEAN	35650	36550	0	38350	39250	40200	41150	42150	43150
TOTAL NUMBER	7	5	4	15	34	23	28	51	32
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	55250	59200	63300	67350	71350	75150	78650	82600	86900
UPPER QUARTILE	49100	52500	55950	59350	62650	65700	58350	71150	73150
MEDIAN	44150	47200	50250	53150	55800	58150	60000	61750	62400
LOWER QUARTILE	40200	42500	44750	46900	48950	50750	52300	53900	55300
LOWER DECILE	36000	38400	40600	42500	44150	45500	46550	47550	48450
MEAN	45150	48200	51250	54250	57050	59600	61750	63800	64650
TOTAL NUMBER	138	208	184	213	260	231	193	138	271
OVER $93000	0	0	0	1	6	11	13	4	23
UNDER $18000	3	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 2044

PACIFIC, NON-SUPERVISORY

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30950	33050	35150	37200	39250	41200	43100	44900	46600
UPPER QUARTILE	29650	31250	32800	34400	35950	37450	38950	40350	41700
MEDIAN	28150	29400	30650	31850	33050	34200	35300	36350	37400
LOWER QUARTILE	26250	27500	28650	29800	30850	31850	32800	33650	34450
LOWER DECILE	25100	25900	26750	27550	28300	29000	29650	30300	30900
MEAN	28100	29500	30900	32250	33550	34850	35050	37200	38300
TOTAL NUMBER	291	270	296	326	360	227	211	209	242
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	3	0	3	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49650	53400	56200	58150	59500	60350	50900	61250	61400
UPPER QUARTILE	44200	47450	50000	51900	53350	54300	55000	55500	55750
MEDIAN	39250	41650	43600	45050	46150	46950	47450	47900	48150
LOWER QUARTILE	35850	37450	35600	39400	39950	40300	40500	40650	40700
LOWER DECILE	31950	33250	34250	35000	35550	35900	36150	36350	36450
MEAN	40250	42700	44600	46000	47000	47650	48100	48450	43600
TOTAL NUMBER	544	567	434	404	406	358	335	245	506
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $18000	0	0	0	0	0	0	0	0	0

ENGINEERS COVERED - 6242

APPENDIX

Appendix:

1985 SALARY SURVEY PARTICIPANTS, BY SECTOR:

AEROSPACE

Brunswick Corp. (Calif.)
Clifton Precision (Instruments & Life Support Div., Iowa)
Clifton Precision Div. Litton Systems (Pa.)
Gulton Industries
Grumman Aerospace
Ithaco, Inc.
Martin-Marietta Orlando Aerospace
Systron-Donner Corp.
Tracor Aerospace

CHEMICALS, DRUGS, PLASTICS

Air Products and Chemicals, Inc.
Alza Corp.
Amchem Products Inc.
American Enka Co.
E. I. DuPont
Goodyear Atomic Corp.
Kaiser Agricultural Chemicals, Inc.
Malco Chemical Co.
Monsanto Company
Ozark-Mahoning Co.
Rilsan Industrial Inc.
Rohm and Haas Co.
Stauffer Chemical Co.
Survival Technology Inc.
Thoratec Medical
Velsicol Chemical Co.
W. R. Grace

COMMUNICATION SERVICES

Allnet Communications
Carolina Telephone and Telegraph
General Telephone of the Midwest
General Telephone of the Southeast
Indiana Bell Telephone
Lincoln Telephone and Telegraph
MCI International, Inc.
Netword, Inc.
North Pittsburgh Telephone Co.
Pacific Bell Telephone
Pacific Northwest Bell Telephone
Quintron Systems
Southwestern Bell Telephone

CONSTRUCTION

Affholder Inc.
Al Johnson Construction
Atkinson Mechanical Contractors (formerly Wismer & Becker)
Atlas Construction Co.
CBI Industries Inc.
Fordice Construction
Fru-Con Corp.
Hutter Construction
J. A. Reece Co.
Mid Valley, Inc.
National Engineering and Contracting
Peter Kiewit and Sons (Construction Div.)
Schenabel Foundation Company
Utility Contractors
W. M. Lyles Co.
Wells Concrete
Zinser-Furby Inc.

CONSULTANTS (engineering and architectural)

Alvord, Burdick and Howson
Black, Sivalls and Bryson, Inc.
Bovay Engineers, Inc.
Burgess and Niple, Inc.
Burns and Roe, Inc.
C. R. Velzy Assoc., Inc.
Camp, Dresser and McKee
Capitol Engineering Corp.
CH2M Hill Inc.
Clyde C. Williams
Crandall Dry Dock Engineers
Daily and Assoc.
Ebasco Services Inc.
Gannett Fleming
Goodkind and O'Dea, Inc.
Greeley and Hansen
Gulf Interstate Engineering
Hardesty and Hanover
Howard Needles Tammen and Bergendoff
J. J. Krebs and Sons
Peabody Process Systems, Inc.
PRC Engineering
Research-Cottrell
Rust International
Sargent and Lundy Engineers
Stanley Consultants Inc.

ELECTRICAL MACHINERY AND EQUIPMENT

Allen-Bradley Co.
Allen-Bradley Industrial Computer Group
Bodine Electric Co.
Copeland Corp.
Hobart Corp.
Joliet Equipment Corp.
Maytag Co.
Milwaukee Electric Tool Corp.
S & C Electric Co.
Whirlpool Corp.

ELECTRIC UTILITIES

American Electric Power Service Corp.
Appalachian Power Co.
Arkansas Electric Cooperatives Corp.
Boston Edison
Carolina Power and Light Co.
Central Hudson Gas and Electric Co.
Central Illinois Light Co.
City Public Service Board of San Antonio
Commonwealth Edison
Dayton Power and Light Co.
Dominion Resources, Inc.

Douglas County (Georgia) Electric Membership Corp.
El Paso Electric Co.
Electric Power Board of Chattanooga
EVA Service Corp.
Grant County (Washington) Public Utility District
Illinois Power Co.
Indianapolis Power and Light Co.
Iowa-Illinois Gas and Electric Co.
Metropolitan Edison
Midstate Electric Co-op
Minnesota Power
Mississippi Power and Light Co.
Mississippi Power Co.
Montana Power Co.
Nebraska Public Power District
New York State Electric and Gas Corp.
Niagara Mohawk Power Corp.
Northern Neck Electric Co-op
Northwestern Wisconsin Electric Co.
Pennsylvania Power and Light
Public Service Co. of New Hampshire
Public Service Electric and Gas Co.
Safe Harbor Water Power Corp.
Sierra Pacific Power Co.
Southern Co. Services
Southern Indiana Gas and Electric Co.
Tampa Electric Co.
Texas-New Mexico Power Co.
Texas Utilities Generating Co.
Union Electric Co.
Upper Peninsula Power Co.
West Penn Power Co.
Wisconsin Electric Power Co.

ELECTRONIC EQUIPMENT (including computers)

Alpha Industries Inc.
American Electronic Laboratories Inc.
AT&T Technologies, Inc.
Ault Inc.
Case Communications, Inc.
Edo Corp.
Formation, Inc.
General Dynamics (Electronics Division)
George Risk Industries Inc.
Gould Inc. Defense Electronics Div.
HRB-Singer, Inc.
Iconics, Inc.
Inland Motor Division
Isco, Inc.
Ithaca Peripherals Inc.
Lockheed Electronics Co.
Litton Systems—Amecom Div.
Louis Allis Drives and Systems
MTS Systems Corp.
Norden Systems
Servo Corp.
System Development Corporation

ENGINEERING SERVICES, OTHER

ARCO Resources — Atlantic Richfield Co.
Arkwright-Boston Manufacturers Mutual Insurance Co.
Creare Inc.
Fluor Engineers
FMC Corp.
Halcon S. D. Group
Harza Engineering Co.
Hydrocarbon Research, Inc.
Underwriters Laboratories Inc.

GAS UTILITIES AND PIPELINES

Algonquin Gas Transmission Co.
Battle Creek Gas Co.
Colorado Interstate Gas Co.
Columbia Gas Transmission Corp.
Consolidated Gas Transmission
El Paso Natural Gas Co.
Laurel Pipeline Co.
Metropolitan Utilities District (Omaha)
Michigan Gas Utilities Co.
Nashville Gas Co.
Panhandle Eastern Pipeline Co.
Providence Gas Co.
Southern Natural Gas Co.
St. Lawrence Gas Co.
Texas Gas Transmission Co.
Valley Resources Inc.
Western Kentucky Gas Co.

GOVERNMENT (state and local)

Arkansas Highway and Transportation Dept.
City of Dayton, Ohio
City of Dayton Water Dept.
City of Portland, Ore. (Water Dept.)
Connecticut Water Co.
Indianapolis Water Co.
Kankakee Water Co.
Louisville Water Co.
Mississippi Research and Development Center
Mississippi State Highway Dept.
Missouri Highway and Transportation Dept.
New Jersey District Water Supply Commission
North Carolina Department of Transportation
North Dakota State Highway Dept.
Southern California Water Co.
Utilities Engineering Bureau of San Francisco

INSTRUMENTS, PRECISION

Benthos, Inc.
Brunswick Corp. (Florida)
Keithley Instruments
Parr Instrument Co.
Recon Optical Co.
Teledyne Avionics

MACHINERY (other than electrical)

Activation, Inc.
Ag-Chem Equipment Co.
Artisan Industries Inc.
Chemcut Corp.
Didde Graphic Systems Corp.
Elgin Sweeper Co.
Farmhand Inc.
Gehl Company
Koppers Co., Inc.
Manitowoc Engineering Co.

Prater Industries, Inc.
Roper Pump Co.
Taylor Machine Works
Timken Co.

METAL PRODUCTS, FABRICATED

AMP Inc.
Augusta Iron and Steel Works
Bernard Division, Dover Corp.
Brunswick Corp. (Wisc.)
Bush Hog Manufacturing Co.
Claude Sintz, Inc.
Deere and Co.
Duo-Fast Corp.
Ederer Inc.
Fafnir Bearing Division, Textron
Hackney Industries, Inc.
Hydroterm, Inc.
Intertherm, Inc.
Lakeside Bridge & Steel Co.
Lilliston Corp.
Milwaukee Metal Products Co.
Smith Berger Marine, Inc.
U.S. Solar Corp.
Worcester Controls Corp.

MINING

Cleveland Cliffs Iron Co.
Exxon Minerals
Freeport Sulphur Co.
Peter Kiewit Sons Inc. (Mining Division)
Polaris Resources Inc.

PETROLEUM

Alta Energy Corp.
Antares Oil Corp.
Burk Royalty Co.
Chevron Corp.
Citgo Petroleum Corp.
Dresser Engineering Co.
Dugan Production Corp.
Farmers Union Central Exchange, Inc.
Flag-Redfern Oil Co.
International Petroleum Services
Mesa Petroleum Corp.
Plains Resources, Inc.
Santa Fe Minerals, Inc.
Tesoro Petroleum Corp.
Total Petroleum Inc.
Zapata Offshore Drilling Corp.

PROFESSIONAL SOCIETIES/NONPROFIT ORGANIZATIONS

American Society of Biological Chemists
Illuminating Engineering Society of North America
MTM Association
Portland Cement Association
Rand Corporation
Water Pollution Control Federation

RESEARCH ORGANIZATIONS AND LABORATORIES

Aerospace Corporation
ASARCO Inc.
Auto Research Laboratories, Inc.
Battelle — Northwest
Borg-Warner Research Center
Dictaphone Research & Development
Duracell, Inc.
Eaton Corp.
EG&G Energy Measurements, Inc.
Environmental Research Institute of Michigan
Exxon Research and Engineering Co.
Fermilab
Halcon S. D. Group Inc. (NY/Texas)
General Research Corp. (California)
General Research Corp. (Virginia)
Gould Research Center
Lawrence Livermore National Laboratory
Los Alamos National Laboratory
MSE Inc.
National Radio Astronomy Observatory
PPG Industries (Glass Research & Development)
Ramex Synfuels
Re/Spec Inc.
Sandia National Laboratories (California)
Sandia National Laboratories (New Mexico)
University of Dayton Research Institute
Zimpro, Inc.

SHIPBUILDING

Associated Naval Architects Inc.
General Dynamics—Electric Boat Division
General Ship Corp.
General Ship Repair Corp.
Lockheed Shipbuilding

OTHERS (not classified elsewhere)

Allendale Mutual Insurance Company
American Institute of Timber Construction
Ameron
Anchor Dying and Finishing
Anchor Hocking
Armstrong World Industries
Bowater Southern Paper Co.
Cetus Corp.
Consolidated Paper
Cooper Tire and Rubber
Dairylea Cooperative
Fieldcrest Mills
Fundimensions
General Battery Corp.
Great Lakes Terminal & Transport
High Industries
Hershey Foods
Hydro Products Div. Honeywell
Inco Ltd.
Interstate Brick Co.
Kopp Glass Inc.
Kraft, Inc.
L. S. Heath
Litton Conveyor Systems

Litton Engineering Systems
Lord Corp.
Louisville Fire Brick Works
Martin Marietta Energy Systems
Mead Corp.
Monier Resources
Norplex
Pearl Brewing
Power Machine Co.
Precision Industrial Components Corp.
Price Brothers
San Jose Water Company
SFK Steel
Superior Fiber Products
Thomas, Bennett, and Hunter
Valley Detroit Diesel Allison
Welding, Design and Fabrication

AAES AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.
345 EAST 47th STREET • NEW YORK, NEW YORK 10017 • TELEPHONE 212-705-7840 • TELEX: 424668

February 1985

TO CORPORATE SALARY AND PERSONNEL ADMINISTRATORS:

The Engineering Manpower Commission of the American Association of Engineering Societies, Inc. is conducting its annual survey of engineers' salaries. Since AAES is a public service organization, broadly representative of the engineering profession, the EMC reports are recognized as authoritative and impartial. As an employer of engineering graduates you are invited to participate in this 1985 study.

The salary curves published from this study are in a form directly usable by most salary administrators. Data are presented in graphic and tabular form to show upper and lower decile, upper and lower quartile, median, and mean salaries by years since baccalaureate degree.

Salaries reported should be those in effect February 1, 1985. Please report base salaries and regular allowances only, without overtime or other unpredictable payments. Salaries for those who graduated in the first quarter of 1985 should be combined with the 1984 graduates. Please note that salaries for Master's and Ph.D. degree recipients are to be reported by the year the recipients' Baccalaureate degree was granted.

Two separate forms are enclosed, one for supervisory and the other for non-supervisory positions. Question 1 on the back of each form deals with the industry group for your organization. Please indicate the number of the group which represents your primary choice, and any secondary industry group you feel is also representative of your organization. To permit the most accurate breakdown of our salary statistics, we ask that diversified companies use separate forms to report components that are in different industry groups or locations. If you need additional forms, we will be glad to provide them.

While we look forward to receiving your data response, if your company does not intend to participate in this salary study, we would appreciate it if you would please use the enclosed postage-paid response envelope to so inform us. This will insure that no follow-up mailings will be sent to you.

Thank you for your time and cooperation.

Sincerely,

Carolyn J. Heydt

Carolyn J. Heydt
Manager - Manpower Activities

Encl.

EXAMPLE OF COMPLETED FORM

Please report the number of individuals in each appropriate block as indicated below.

	ANNUAL SALARY		**YEAR OF BACCALAUREATE DEGREE (OR AGE)**													
	BACHELORS DEGREE HIGHEST HELD		1983 (23)	1982 (24)	1981 (25)	1980 (26)	1979 (27)	1978 (28)	1977 (29)	1976 (30)	1975 (31)	1972-1974 (32-34)	1969-1971 (35-37)	1966-1968 (38-40)	1963-1965 (41-43)	1960-1962 (44-46)
101	$88,000 & over															
102	$83,000-87,999	$5,000 intervals														
103	$78,000-82,999										1					
104	$73,000-77,999															
105	$68,000-72,999									9						
106	$63,000-67,999							1		1	1					
107	$58,000-62,999								2							
108	$53,000-57,999				4	2	1		3	1						
109	$48,000-52,999					2	7	8								
110	$45,000-47,999	3,000 intervals		3	12	10	3	1	2		1					
111	$42,000-44,999		2	8	3	4		1								
112	$39,000-41,999		5	6	2											
113	$36,000-38,999															
114	$33,000-35,999															

Please do not use check-marks or X's wnen filling in the forms.

AAES AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.
345 EAST 47th STREET • NEW YORK, NEW YORK 10017 • TELEPHONE 212-705-7840 • TELEX: 424668

EMC Policy Regarding Salary Survey Participants

It is our practice to list the names of companies and other organizations participating in our salary surveys so that users will be able to ascertain whether a particular industry group is representative of their own field of employment. At the same time, it is our long-standing policy to protect each respondent's data from disclosure to anyone else.

To protect the confidentiality of information and to provide adequate safeguards against the disclosure of data identified with any particular survey participant, the following precautions are taken:

1. Company identification does not appear on the data section of salary questionnaires, and is not entered with the data in the computer. After the return has been checked for completeness, the respondent's name is removed from our follow-up list.

2. Respondents' data will not be disclosed to unauthorized persons under any circumstances.

3. No statistics will be published for any employer group consisting of less than five (5) respondents.

4. Statistics will be based on data exactly as reported by survey respondents unless a single employer's return would account for more than one half of the salaries in a group. In such cases, which occur only rarely, the data will be weighted in our computer program to prevent a single employer from unduly dominating the salary statistics for a group in which his data are included.

5. The names of individuals filling out the survey forms will not be published.

6. If any returns are received requesting that the respondent not be identified, these will be returned to the respondent. Anonymous returns will normally not be included in the survey statistics.

FORM A

DO NOT DETACH THIS PAGE—SEE INSTRUCTIONS ON FORM

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1985

Please return this sheet with your filled-out data form. **Unidentified returns cannot be included in the survey.** Do not put your name and address on the form itself. When we have checked off receipt of your return and screened it for completeness, we will separate this address slip from the data form so that the confidentiality of your data will be assured.

1. Name of Reporting Organization: ______________________

Address: ______________________

City: ______________________ State: __________ Zip Code: __________

2. Name and title of person responsible for data: ______________________

Tel. No. (   )-______________

RETURN THIS ENTIRE DATA FORM AND FORM B TO:

ENGINEERING MANPOWER COMMISSION
345 EAST 47TH STREET, NEW YORK, NEW YORK 10017

FORM A
(Please also complete Form B)

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1985

A survey conducted by
ENGINEERING MANPOWER COMMISSION
of American Association of Engineering Societies, Inc.
212-705-7840

IN ORDER TO ASSURE COMPLETE CONFIDENTIALITY of employers' returns, please observe the following procedure:

DO NOT put your name and address on the inside data portion of this form, but fill in information for questions 1-4 to enable correct classification of your reply.

Fill in the salary data for supervisory engineering graduates on the inside of this form. Also fill in the data for Form A.

THEN FILL OUT THE ADDRESS SHEETS ON FORMS A AND B and return **BOTH FORMS** to EMC.

If we do not receive a name and address slip with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the sheet entitled "EMC Policy Regarding Salary Survey Participants."

1. **Product or service code of organization (see below for preferred categories):** ____________________

2. Total number of employees in organization or unit (approx): ____________________

3. Please indicate state in which these engineers are predominantly employed, for purposes of determining regional salary differences: ____________________

4. If any employed SUPERVISORY engineering graduates are NOT included in this report, please give such additional number and reason for omission:

Number: ____________________ Reason: ____________________

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)
31 Aerospace
37 Automotive
35 Business machines
51 Ceramic products, stone, clay, glass, cement
11 Chemicals, drugs, plastics
27 Computer
21 Electrical machinery & equipment
26 Electronic equipment
52 Food products
34 Instruments (precision)
56 Lumber & wood products
36 Machinery (other than electrical)
42 Metal products, fabricated
41 Metals, basic
53 Paper products
18 Petroleum
46 Railroad equipment
55 Rubber & plastic products, fabricated
38 Shipbuilding
54 Textile products
59 Other (please specify only if none of the above categories is satisfactory)____________________.

Non-Manufacturing Industry Groups (Specify service area below)
88 Business, trade, publishing
81 Communication services
68 Construction
71 Consultants, engineering & architectural
73 Engineering services, other
61 Mining
74 Research organizations & laboratories
84 Transportation services
86 Electric Utilities
87 Gas Utilities & Pipelines

Government (Specify Level)
01 Federal
02 State
03 Local

Educational Institutions (Specify Type)
91 Colleges & universities
93 Techinical institutes & junior colleges
94 Professional societies & non-profit institutions

FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

IMPORTANT – please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row – note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level – bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their year of graduation with bachelor's degree, to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1984 graduate is 23, etc.)

SALARY – should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc.

NON-SUPERVISORY ENGINEERS – should include all engineering graduates whose duties are not primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. Please include non-supervisory engineering graduates who are currently in non-technical positions. If any engineering graduates must be omitted, please describe on line 4 of the cover page of this form. Do not report part-time employees.

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)																		
	BACHELORS DEGREE HIGHEST HELD		1984 (23)	1983 (24)	1982 (25)	1981 (26)	1980 (27)	1979 (28)	1978 (29)	1977 (30)	1976 (31)	1973–1975 (32-34)	1970–1972 (35-37)	1967–1969 (38-40)	1964–1966 (41-43)	1961–1963 (44-46)	1958–1960 (47-49)	1955–1957 (50-52)	1952–1954 (53-57)	UP TO 1951 (58+)	
101	$93,000 & over																				101
102	$88,000-92,999	$5,000 intervals																			102
103	$83,000-87,999																				103
104	$78,000-82,999																				104
105	$73,000-77,999																				105
106	$68,000-72,999																				106
107	$63,000-67,999																				107
108	$58,000-62,999																				108
109	$53,000-57,999																				109
110	$48,000-52,999																				110
111	$45,000-47,999	$3,000 intervals																			111
112	$42,000-44,999																				112
113	$39,000-41,999																				113
114	$36,000-38,999																				114
115	$33,000-35,999																				115
116	$30,000-32,999																				116
117	$27,000-29,999																				117
118	$26,000-26,999	$1,000 intervals																			118
119	$25,000-25,999																				119
120	$24,000-24,999																				120
121	$23,000-23,999																				121
122	$22,000-22,999																				122
123	$21,000-21,999																				123
124	$20,000-20,999																				124
125	$19,000-19,999																				125
126	$18,000-18,999																				126
127	Less than $18,000																				127

MASTERS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)

201	$93,000 & over																				201
202	$88,000-92,999	$5,000 intervals																			202
203	$83,000-87,999																				203
204	$78,000-82,999																				204
205	$73,000-77,999																				205
206	$68,000-72,999																				206
207	$63,000-67,999																				207
208	$58,000-62,999																				208
209	$53,000-57,999																				209
210	$48,000-52,999																				210
211	$45,000-47,999	$3,000 intervals																			211
212	$42,000-44,999																				212
213	$39,000-41,999																				213
214	$36,000-38,999																				214
215	$33,000-35,999																				215
216	$30,000-32,999																				216
217	$27,000-29,999																				217
218	$26,000-26,999	$1,000 intervals																			218
219	$25,000-25,999																				219
220	$24,000-24,999																				220
221	$23,000-23,999																				221
222	$22,000-22,999																				222
223	$21,000-21,999																				223
224	$20,000-20,999																				224
225	$19,000-19,999																				225
226	$18,000-18,999																				226
227	Less than $18,000																				227

DOCTORS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)

301	$93,000 & over																				301
302	$88,000-92,999	$5,000 intervals																			302
303	$83,000-87,999																				303
304	$78,000-82,999																				304
305	$73,000-77,999																				305
306	$68,000-72,999																				306
307	$63,000-67,999																				307
308	$58,000-62,999																				308
309	$53,000-57,999																				309
310	$48,000-52,999																				310
311	$45,000-47,999	$3,000 intervals																			311
312	$42,000-44,999																				312
313	$39,000-41,999																				313
314	$36,000-38,999																				314
315	$33,000-35,999																				315
316	$30,000-32,999																				316
317	$27,000-29,999																				317
318	$26,000-26,999	$1,000 intervals																			318
319	$25,000-25,999																				319
320	$24,000-24,999																				320
321	$23,000-23,999																				321
322	$22,000-22,999																				322
323	$21,000-21,999																				323
324	$20,000-20,999																				324
325	$19,000-19,999																				325
326	$18,000-18,999																				326

FORM B

DO NOT DETACH THIS PAGE—SEE INSTRUCTIONS ON FORM

Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1985

Please return this sheet with your filled-out data form. **Unidentified returns cannot be included in the survey.** Do not put your name and address on the form itself. When we have checked off receipt of your return and screened it for completeness, we will separate this address slip from the data form so that the confidentiality of your data will be assured.

1. Name of Reporting Organization: ____________________

Address: ____________________

City: ____________________ State: __________ Zip Code: __________

2. Name and title of person responsible for data: ____________________

Tel. No. (   )-__________

RETURN THIS ENTIRE DATA FORM AND FORM A TO:

ENGINEERING MANPOWER COMMISSION
345 EAST 47TH STREET, NEW YORK, NEW YORK 10017

FORM B
(Please also complete Form A)

Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1985

A survey conducted by
ENGINEERING MANPOWER COMMISSION
of American Association of Engineering Societies, Inc.
212-705-7840

IN ORDER TO ASSURE COMPLETE CONFIDENTIALITY of employers' returns, please observe the following procedure:

DO NOT put your name and address on the inside data portion of this form, but fill in information for questions 1-4 to enable correct classification of your reply.

Fill in the salary data for supervisory engineering graduates on the inside of this form. Also fill in the data for Form A.

THEN FILL OUT THE ADDRESS SHEETS ON FORMS A AND B and return **BOTH FORMS** to EMC.

If we do not receive a name and address slip with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the sheet entitled "EMC Policy Regarding Salary Survey Participants."

1. **Product or service code of organization (see below for preferred categories):** ____________________

2. Total number of employees in organization or unit (approx): ____________________

3. Please indicate state in which these engineers are predominantly employed, for purposes of determining regional salary differences: ____________________

4. If any employed SUPERVISORY engineering graduates are NOT included in this report, please give such additional number and reason for omission:

Number: ____________________ Reason: ____________________

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)
31 Aerospace
37 Automotive
35 Business machines
51 Ceramic products, stone, clay, glass, cement
11 Chemicals, drugs, plastics
27 Computer
21 Electrical machinery & equipment
26 Electronic equipment
52 Food products
34 Instruments (precision)
56 Lumber & wood products
36 Machinery (other than electrical)
42 Metal products, fabricated
41 Metals, basic
53 Paper products
18 Petroleum
46 Railroad equipment
55 Rubber & plastic products, fabricated
38 Shipbuilding
54 Textile products
59 Other (please specify only if none of the above categories is satisfactory) ____________________.

Non-Manufacturing Industry Groups (Specify service area below)
88 Business, trade, publishing
81 Communication services
66 Construction
71 Consultants, engineering & architectural
73 Engineering services, other
61 Mining
74 Research organizations & laboratories
84 Transportation services
86 Electric Utilities
87 Gas Utilities & Pipelines

Government (Specify Level)
01 Federal
02 State
03 Local

Educational Institutions (Specify Type)
91 Colleges & universities
93 Techinical institutes & junior colleges
94 Professional societies & non-profit institutions

FORM B

PRESENT SALARY OF SUPERVISORY ENGINEERING GRADUATES ONLY

IMPORTANT – please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row – note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level – bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their year of graduation with bachelor's degree, to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1984 graduate is 23, etc.)

SALARY – should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc.

SUPERVISORY ENGINEERS – should include all engineering graduates whose duties are primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. Please report all supervisory engineering graduates, including those who are in general management or non-technical positions. If any must be omitted, please describe them on line 4 of the cover page of this form. Do not report part-time employees.

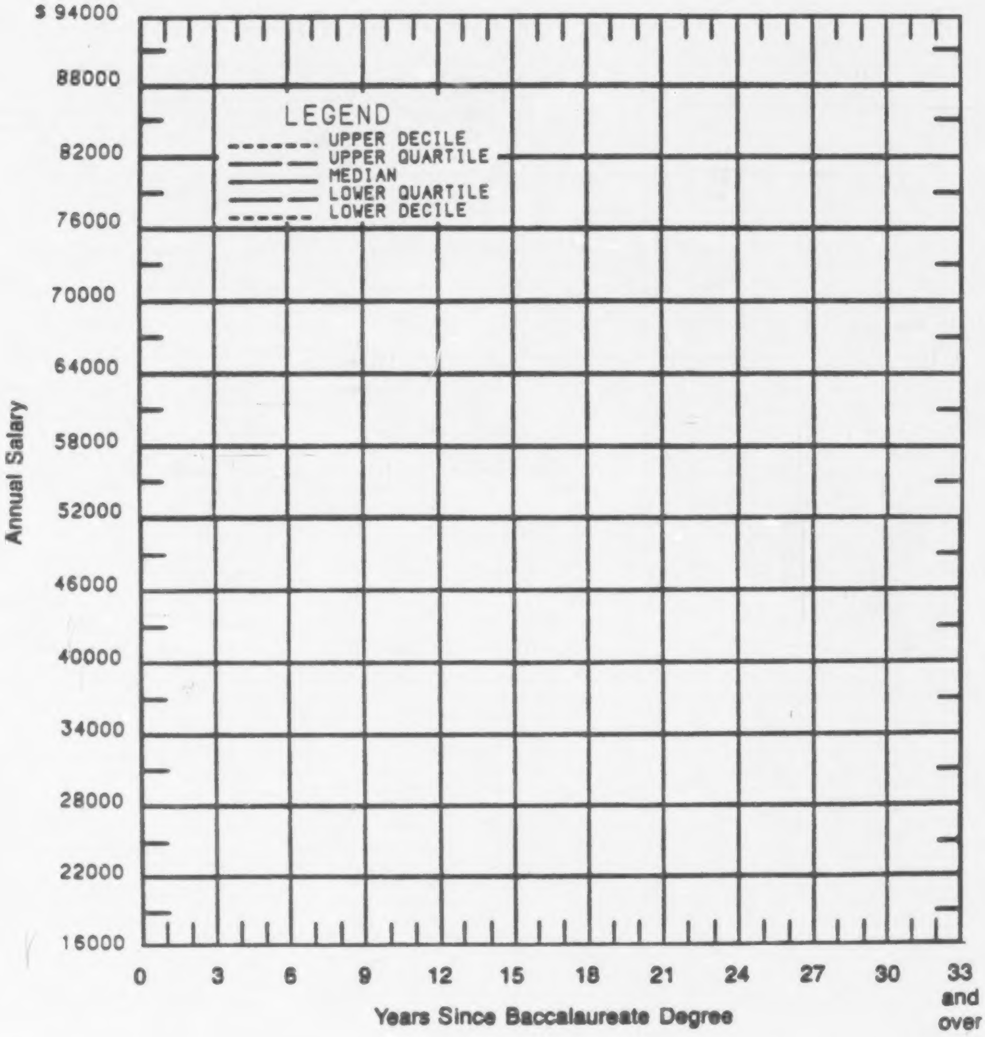
	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)																		
	BACHELORS DEGREE HIGHEST HELD		1984 (23)	1983 (24)	1982 (25)	1981 (26)	1980 (27)	1979 (28)	1978 (29)	1977 (30)	1976 (31)	1973 – 1975 (32-34)	1970 – 1972 (35-37)	1967 – 1969 (38-40)	1964 – 1966 (41-43)	1961 – 1963 (44-46)	1958 – 1960 (47-49)	1955 – 1957 (50-52)	1952 – 1954 (53-57)	UP TO 1951 (58+)	
101	$93,000 & over																				101
102	$88,000-92,999	$5,000 intervals																			102
103	$83,000-87,999																				103
104	$78,000-82,999																				104
105	$73,000-77,999																				105
106	$68,000-72,999																				106
107	$63,000-67,999																				107
108	$58,000-62,999																				108
109	$53,000-57,999																				109
110	$48,000-52,999																				110
111	$45,000-47,999	$3,000 intervals																			111
112	$42,000-44,999																				112
113	$39,000-41,999																				113
114	$36,000-38,999																				114
115	$33,000-35,999																				115
116	$30,000-32,999																				116
117	$27,000-29,999																				117
118	$26,000-26,999	$1,000 intervals																			118
119	$25,000-25,999																				119
120	$24,000-24,999																				120
121	$23,000-23,999																				121
122	$22,000-22,999																				122
123	$21,000-21,999																				123
124	$20,000-20,999																				124
125	$19,000-19,999																				125
126	$18,000-18,999																				126
127	Less than $18,000																				127

MASTERS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)

201	$93,000 & over																				201
202	$88,000-92,999	$5,000 intervals																			202
203	$83,000-87,999																				203
204	$78,000-82,999																				204
205	$73,000-77,999																				205
206	$68,000-72,999																				206
207	$63,000-67,999																				207
208	$58,000-62,999																				208
209	$53,000-57,999																				209
210	$48,000-52,999																				210
211	$45,000-47,999	$3,000 intervals																			211
212	$42,000-44,999																				212
213	$39,000-41,999																				213
214	$36,000-38,999																				214
215	$33,000-35,999																				215
216	$30,000-32,999																				216
217	$27,000-29,999																				217
218	$26,000-26,999	$1,000 intervals																			218
219	$25,000-25,999																				219
220	$24,000-24,999																				220
221	$23,000-23,999																				221
222	$22,000-22,999																				222
223	$21,000-21,999																				223
224	$20,000-20,999																				224
225	$19,000-19,999																				225
226	$18,000-18,999																				226
227	Less than $18,000																				227

DOCTORS DEGREE HIGHEST HELD (REPORT UNDER YEAR OF BACCALAUREATE DEGREE OR AGE, AS ABOVE)

301	$93,000 & over																				301
302	$88,000-92,999	$5,000 intervals																			302
303	$83,000-87,999																				303
304	$78,000-82,999																				304
305	$73,000-77,999																				305
306	$68,000-72,999																				306
307	$63,000-67,999																				307
308	$58,000-62,999																				308
309	$53,000-57,999																				309
310	$48,000-52,999																				310
311	$45,000-47,999	$3,000 intervals																			311
312	$42,000-44,999																				312
313	$39,000-41,999																				313
314	$36,000-38,999																				314
315	$33,000-35,999																				315
316	$30,000-32,999																				316
317	$27,000-29,999																				317
318	$26,000-26,999	$1,000 intervals																			318
319	$25,000-25,999																				319
320	$24,000-24,999																				320
321	$23,000-23,999																				321
322	$22,000-22,999																				322
323	$21,000-21,999																				323
324	$20,000-20,999																				324
325	$19,000-19,999																				325
326	$18,000-18,999																				326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27
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33 and over
Years Since Baccalaureate Degree

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